

EXHIBIT A

Project Veritas - Board Meeting
February 06, 2023

TRANSCRIPTION OF BOARD MEETING

IN RE: PROJECT VERITAS

February 6, 2023

Stenographically Transcribed Audio Recording By:
Shelby Rosenberg, Florida Professional Reporter

Job No.: 339999

1 Thereupon,
2 the following proceedings were transcribed from an audio
3 recording:

4 SPEAKER: He spoke with my wife on a number of
5 occasions, she's just a lot smarter than me. I will
6 say that unequivocally. She's a PhD IV League
7 clinical psychologist and I can [indiscernible]
8 brilliant. She's the voice of reason in my head.
9 This is somewhat personal, but I think a lot of you
10 know my own history from 35 years ago to today in
11 certain ways. [Indiscernible].

12 SPEAKER: Thanks. I want to say something,
13 because James has told me -- we meet 12 years ago, I
14 think it was originally at restoration weekend, and
15 really early on, it seems like maybe a
16 [indiscernible] or her typical event, he had the
17 young lady who I [indiscernible] called the hooker,
18 who's anything but a hooker, and that was such a
19 great video with grandmothers's fur coat, and I
20 thought [indiscernible] over-the-top things, and
21 James and I -- James was an extremely intimate
22 friend, as has been alluded to. I was a very good
23 friend of [indiscernible]. We became friends on a
24 couple of cruises where we had a lot of time
25 together, and I last saw Andrew two weeks before he

1 died at [indiscernible] and we hung out for a couple
2 days together. I went with him on an evening to see
3 all of the kids that do things in their mom's
4 basements. He was like the superstar of the
5 bloggers.

6 And this is a long time ago -- but it was also
7 2012 -- Andrew was 43, he died two weeks later, and
8 he was a much larger-than-life character who leaves a
9 void in our landscape, and James is similar, but
10 larger-than-life characters had a historical imprint
11 forever as we all know it.

12 My words are kind of redundant, but created,
13 and to a large extent, the journalists, and has been
14 voiced to having one [indiscernible], within the
15 organization and indeed some without. But I have
16 great affection for James. We have a whole lot of
17 stuff in common, plus we [indiscernible], fans of
18 [indiscernible], [indiscernible]. I loved turning
19 [indiscernible] on his head and catching people doing
20 things on the left that are expressly contrary to
21 their expressed values, and in short, shining a lot
22 of truth on things and some [indiscernible].

23 So there's a lot of things I could say, but I
24 just wanted to give you a little bit of background.
25 My own background, I've been on [indiscernible]

1 nonprofit that I had actually -- don't think about
2 them, one of them that seems germane for what we're
3 going through today. I was for a decade on -- I was
4 [indiscernible] representative from the
5 [indiscernible] in the Milstein Board, the Milstein
6 Center for Corporate Governments, and the people
7 adjacent to me and the names included Henry Kissinger
8 and John Bocal who founded Vangarden. And that's
9 pulling one of the more on point more relevant things
10 in my background that I was pulling, only non
11 [indiscernible], non billionaire on the board, and
12 I've been on some other organizations where there's
13 20 or 30 billionaires. It's still a group far less
14 than 100, like the [indiscernible] Congress. So that
15 sort of thing doesn't really -- everybody puts their
16 pants on one leg at a time.

17 Anyway, I don't know if I went into those
18 things, but I think it's because I've had some -- my
19 interpretation is a little bit patronizing and/or
20 condescending criticism, and that's maybe my
21 misinterpretation from people that don't know the
22 caliber of people we have on our board. And I have
23 extreme, much higher regard for everybody else on the
24 board than my own background. Thanks.

25 SPEAKER: You have a great background and you

1 are [indiscernible]. Everywhere I go, I see you.

2 SPEAKER: You, too. You're ubiquitous.

3 SPEAKER: I'm not going to give a big

4 contemporaneous speech, because I think everyone here

5 knows me. I love this organization. James and I

6 have been [indiscernible] of journalism for many,

7 many years. I've been actively engaged in trying to

8 help him every which way I can and help the employees

9 [indiscernible]. It's the greatest team I've ever

10 seen assembled. This team, this organization moves

11 mountains, and we do what we can do and adhere to a

12 very rigorous set of core values. And I think the

13 practice of this meeting is to discuss some of

14 [indiscernible] that have [indiscernible] the

15 circumstances in terms of [indiscernible] here today,

16 unfortunately, but we do have to have some very

17 important conversations, and I will defer to Stephan.

18 I did send a letter to the board members and

19 officers from current employees outlining some of

20 their [indiscernible] and challenges in the

21 organization today, and I hope everyone got a chance

22 to read it. I did not float it to observers, I did

23 not think that was appropriate at this time.

24 Stephan, I will defer to you if we should read

25 it into the minutes or just say it's there. It is a

1 rather long letter penned by 20 or so of the
2 employees [indiscernible], and they voice a lot of
3 things they have with the management structure, the
4 organization. So we are going to obviously be
5 talking about management structure. That's the
6 reason for this meeting, why we called it. So it's
7 very appropriate to hear from employees and officers.
8 And if, Stephan, you think it's appropriate, I will
9 lead that letter. If not, I'm happy not to. It's
10 easy to read and it's arduous. But we certainly do
11 need to hear from officers initially, Dan, the COO,
12 and Tom, eventually, and that would be an executive
13 session. So Stephan, I'll defer to you a little bit
14 on the procedural process so that we're totally
15 compliant.

16 SPEAKER: So appropriate -- legally we can and
17 probably one of my recommendations is we can make
18 sure that we enter it as an exhibit to the
19 [indiscernible] and circulated to board members. I
20 think that would be appropriate so the board can
21 discuss whatever the board wants to discuss germane
22 to that issue, but you don't need to read it in its
23 entirety, especially because you shared it with the
24 board members, because we can attach it to minutes as
25 a full exhibit.

1 SPEAKER: Is there a way to read some highlight
2 excerpts from that? Because just to -- because we
3 have auditors and we want them to be more informed of
4 that.

5 SPEAKER: Stephan, if you want, if you think
6 it's appropriate, I can preamble without reading
7 citations of anecdotal experience and [indiscernible]
8 experience.

9 SPEAKER: Yeah. I would say, honestly, I have
10 some concerns -- I don't know what you're planning on
11 reading, but there might potentially be issues
12 pertaining to potentially legal implications, legal
13 advice, privacy issues. I'd rather --

14 SPEAKER: So you'd have to redact names.

15 SPEAKER: The board members [indiscernible] the
16 experiential evidence of what they suggest or allege
17 is all anonymous. It's a composition or
18 [indiscernible] of concerns from employees and their
19 experiences. I can read the preamble just so that
20 observers have an understanding that the employees
21 are upset and they don't feel heard --

22 SPEAKER: I think that's maybe an initial
23 middle ground. I think there are some passages
24 within it that are germane to shedding more light on
25 something under discussion or more information. I

1 think that would be good.

2 SPEAKER: The employees came together over the
3 last two days for Thursday night's event, termination
4 of a formal officer and a senior level employee, and
5 they are putting their feelings on paper. I will
6 just read without the anecdotes, as we will have
7 employees discussing their experiences given the
8 [indiscernible].

9 SPEAKER: I apologize. Can we move to move to
10 the management discussion at this point in the
11 meeting?

12 SPEAKER: No.

13 SPEAKER: I think we need to stick to the
14 agenda. Actually, I think we're on number six on the
15 agenda. Can we stick with that?

16 SPEAKER: Number six of the agenda -- yeah, I
17 believe that we can have a positive and honest
18 conversation about management until we hear what the
19 employees have to say is their experience with
20 management.

21 SPEAKER: I wholeheartedly endorse that view.
22 I think that we have a mis-ordering [indiscernible].
23 We should have adjusted that part of the meeting, but
24 I would move to shift number six to after this
25 discussion at this time.

1 SPEAKER: I would suggest that discussion is
2 needed before we can address number six before number
3 seven [indiscernible] for hiring and terminating
4 officers.

5 SPEAKER: As appointed lawyer, if I can make a
6 quick point of order. You have a motion, which
7 number six is a motion to restructure, and then
8 there's discussion on that motion and then there's an
9 action or there's not an action on the original
10 motion.

11 SPEAKER: Well, I know you're a parliamentary
12 expert, which I'm not. Joe, I think that's very
13 valuable, that was a consideration in adding you, is
14 there a way to change the order of the agenda within
15 the meeting itself? If not, I'd say that's kind of a
16 legalistic arbitrary [indiscernible] if we can't
17 shift the order of the agenda during the meeting.

18 SPEAKER: I think I will make the motion to
19 revise the reported structure of the company, and
20 then -- just so we can talk about it -- and then we
21 can defeat the motion if we want or we can work on it
22 -- we can --

23 SPEAKER: I'm just going to tell you right now,
24 I'm predisposed to tabling it.

25 SPEAKER: Then we can't have a discussion for

1 number six.

2 SPEAKER: Can we defer the discussion for

3 number six until after we have information?

4 Information first, decision later.

5 SPEAKER: [Indiscernible] it's a motion, it's

6 discussion, and then it's decision.

7 SPEAKER: Okay. Well, Joe, Matt, and I are

8 trying to say, and I don't know if George

9 [indiscernible] have heard, and James understood

10 this, we -- Matt and I have an extremely strong

11 feeling that we need to have testimony and

12 information prior to any structural decisions or even

13 proposals.

14 SPEAKER: I agree, that would be part of the

15 discussion phase.

16 SPEAKER: Okay. So you want to move to discuss

17 right now?

18 SPEAKER: Well, no. I'll make the motion to

19 revise the reporting structure of PV, which is the

20 suggested new structure, and --

21 SPEAKER: Yeah.

22 SPEAKER: Now we can have a discussion about

23 it.

24 SPEAKER: I'll second that for purposes of

25 discussion and also say that I think, in general

1 terms, that's not problematic at this time to me, but
2 I think we should defer discussion of it until later,
3 that's my two cents, but anybody else that wants to
4 move to approve it or -- I guess I don't want to
5 interrupt that process -- I'm just saying my advice
6 would be that we move to have it discussed and then
7 table it for later. Let's continue the discussion
8 after this next phase.

9 SPEAKER: So again, we don't have to change the
10 face of anything. Now we're in the phase of the
11 motion to hear suggestions for the structure and have
12 the discussion. But we're having the discussion now
13 that we made the motion. So let's do that now.

14 SPEAKER: I'll second your motion, Joe. John
15 did as well. Anyone else?

16 SPEAKER: I think all you need is a proposal
17 and a second and we're good.

18 SPEAKER: And proposals [indiscernible]. So I
19 think it's needs to be operationalized a little bit
20 later -- maybe operationalized at a later time. I
21 personally don't have a problem with it as a general
22 principle or motion.

23 SPEAKER: Let's discuss it and then we'll deal
24 with how we're going to act after.

25 SPEAKER: What's your feeling on it, James?

1 MR. O'KEEFE: We were talking about a letter --
2 I guess my question is: Where are we in the agenda,
3 first?

4 SPEAKER: I think we're at 6A.

5 MR. O'KEEFE: Okay. So we're talking about a
6 motion to revise the reporting structure of PV with
7 suggested new structure. My question is: What is
8 that structure and what is that plan? What's the
9 recommended structure?

10 SPEAKER: I completely agree with James that I
11 do not want to wade into those waters right now
12 absent getting more information, which prior to
13 operationalizing --

14 SPEAKER: That's the seat that we're in. We're
15 getting the information and the suggestions in this
16 discussion phase.

17 SPEAKER: I move to table the motion. I want
18 to hear from everybody.

19 SPEAKER: Can I make a suggestion real quickly?
20 Right now, there's a very vague motion on the table
21 on revising the reported structure. I think John, to
22 your point, it's best to leave the motion in this
23 vague, nonoperational stage to permit whatever
24 discussion that is germane to that and then the
25 [indiscernible] because I think what you want, too,

1 John, is decide whether or not to take that out and
2 specify, but I think [indiscernible] it's
3 appropriate. We shouldn't move beyond specifics
4 because you don't know yet what you want those
5 specifics to be.

6 SPEAKER: That's right.

7 SPEAKER: We can leave it general, have
8 whatever discussion, and then you can discuss whether
9 to entertain a motion to table or whatever you want
10 to do.

11 SPEAKER: Precisely, 100 percent. Does anybody
12 descent from that view?

13 SPEAKER: No.

14 SPEAKER: No.

15 SPEAKER: No.

16 SPEAKER: So we've all been heard forth. Can
17 we move to table it?

18 SPEAKER: No, we don't table it. The motion --

19 SPEAKER: We're going to open up the discussion
20 and the introduction of information that will help us
21 make the informed decision around the agenda item.

22 SPEAKER: Can we defer it until after the other
23 presentations --

24 SPEAKER: That's how it happens. That's how it
25 happens.

1 SPEAKER: I was trying to just get it deferred,
2 that's all.

3 SPEAKER: Number six, it says motion to revise
4 the reporting structure. I do not see an
5 organization chart that says this is how it flows.

6 SPEAKER: Excellent point. Nothing is
7 operational, as Stephan characterized it. It's
8 vague, and I don't want to -- I abhor something
9 that's vague or ambiguous or you can drive 17 million
10 Mack trucks through and it can mean anything to
11 anybody.

12 SPEAKER: My own belief is if it's
13 parliamentary rules compliant that in the information
14 gathering phase by hearing from people about the
15 current management structure, which is very
16 [indiscernible], CEO has [indiscernible] control over
17 every operation of the organization. By hearing from
18 those with experience as it exists now, I think we
19 will get more clarity to where we need to go, to what
20 we need to determine, and we can then come up with a
21 positive resolution.

22 SPEAKER: I agree. I think that the
23 information will lead logically, not seamlessly, but
24 logically, from all of us [indiscernible] additional
25 information.

1 SPEAKER: And when will we hear that additional
2 information? Now?

3 SPEAKER: Yes, since we got passed this speed
4 bump right now.

5 SPEAKER: There is that speed bump. Let's get
6 to that discussion.

7 MR. O'KEEFE: I would request a two-minute --
8 this is James -- a two-minute bathroom break.

9 SPEAKER: Sure. [Indiscernible].

10 SPEAKER: I think we should have about --
11 anybody for five?

12 SPEAKER: Between two and five minutes.

13 SPEAKER: Okay. Who's going to run the
14 stopwatch?

15 SPEAKER: I got it.

16 MR. O'KEEFE: I'll be right back.

17 (Brief recess taken.)

18 SPEAKER: All right.

19 SPEAKER: Welcome back, James. Everybody here?
20 George is back? Okay.

21 SPEAKER: Will it please the board to
22 [indiscernible] -- is it recording, Stephan?

23 SPEAKER: Yes, it is back on.

24 SPEAKER: If it would please the board, I can
25 read the letter, the preamble to the letter, or we

1 can just have initially officers and have employees
2 give some testimony on their experience. That would
3 shed some light on the agenda item that we need to
4 take up.

5 SPEAKER: I move to approve that reading of the
6 letter, the preamble, and moving on with testimony
7 and information.

8 SPEAKER: Yes.

9 SPEAKER: Do we have everyone back? It looks
10 like George is not in his chair. Let's do a vote on
11 that anyway. Let's move the thing along, okay?

12 SPEAKER: Yeah [indiscernible].

13 SPEAKER: There's a motion on the floor. Is
14 the president going to call the question?

15 MR. O'KEEFE: I'm sorry, I'm sorry. Can you
16 say that again?

17 SPEAKER: The motion is to read the letter into
18 the minutes.

19 MR. O'KEEFE: Yes. That would be fine.

20 SPEAKER: And to read the preamble.

21 SPEAKER: Yes.

22 SPEAKER: I'm in favor of that.

23 SPEAKER: Yes.

24 SPEAKER: I'm in favor as well.

25 SPEAKER: [Indiscernible].

1 SPEAKER: The minutes, it will be in the
2 minutes for us.

3 SPEAKER: I haven't had a chance to read this
4 letter, I just received it, so I don't know what's in
5 it before I put it -- approve it. So I would defer
6 to you, John.

7 SPEAKER: Well, if I were you, I would abstain,
8 because you don't have information, and that's a fair
9 -- to be fair to you, I think that's what you should
10 do.

11 SPEAKER: Then I will abstain from voting on
12 that motion. Thank you.

13 SPEAKER: So the motion passes to read the
14 letter without going through all the pages
15 [indiscernible] the letter?

16 SPEAKER: You were going to read the preamble
17 only at this time.

18 SPEAKER: I will only just read all three
19 paragraphs as a few -- just to give a recollection.

20 SPEAKER: Okay. Go. Go.

21 SPEAKER: February 6, 2023, "To the
22 [indiscernible] and [indiscernible] management.

23 Note, the opinion data shared and anecdotes were
24 compiled by one-third of the PV staff affecting every
25 department. Not all signed this letter, but all have

1 compelling reasons to contribute. Signatories have
2 not been the subject of this abuse nor witnessed any
3 abuse, but found the corroborated behavior troubling
4 and were willing to sign. The undersigned are
5 troubled and frustrated with James' management style
6 and business actions. His behavior and actions are
7 [indiscernible] to our core values and came to a head
8 this week, most recently the treatment of Barry
9 Hinckley and Tom O'Hara. These two highly respected
10 individuals did what they felt was right for the
11 betterment of the organization and got berated in
12 public on Tuesday and effectively terminated on
13 Thursday. There's a screenshot of a text from Barry
14 [indiscernible] of the development team. Last night,
15 I stood up to [indiscernible] and was fired.
16 Management by shaming and bullying is never
17 acceptable and it doesn't belong in the workplace. I
18 won't tolerate it personally or on behalf of my
19 coworkers' direct reports. I'm proud to say I stand
20 by my actions. It was an honor to work with you. As
21 they say, be brave, do something."
22 The letter follows, "These actions led to
23 immediate communication between concerned PV members.
24 Over the past few days, we collected additional
25 examples of behaviors which crossed the line. The

1 following bulleted items came from individuals and
2 are edited as little as possible to keep the spirit
3 of everyone's individual thoughts. The first data
4 point is an unattributed quote, 'James has become a
5 power-drunk tyrant and he's exactly who he
6 pontificates on who we should be exposing.' There
7 are seven pages of anecdotes very representatively,
8 airing grievances leading to termination is what has
9 prevented me from speaking up in the past. At times
10 I have, I was accused of violating by NDA, sabotaged,
11 and had my behavior labeled [indiscernible]. Lack of
12 transparency when the stakes are made from the top
13 down. For example, former producer never suing us,
14 it was told her entire company as if it wasn't
15 absolutely true. [Indiscernible] was an
16 [indiscernible] we all know that. But when I treated
17 early on to prevent him from assuming so much power
18 and authority knowing he couldn't handle it, I
19 received a classic, "If you don't agree, there's the
20 door."

21 I'm going to try and read short ones. "It's
22 sad, embarrassing, and increasingly becoming James'
23 standard for how he treats the [indiscernible].
24 Honestly, it's wild and incredibly irrational
25 behavior for someone publicly and internally claiming

1 to be the only one raising money. At Democracy
2 Partners' trial in public, I was yelled out in front
3 of jurors because he was hungry and he took the
4 eight-month-pregnant woman's sandwich. Barry,
5 [indiscernible], Dan, Tom, and Eric were the subject
6 of bullying on the leadership meeting with ten people
7 present. No productive outcome resulted that needed
8 a forum of everyone present. Everyone is operating
9 in fear of James. One doesn't know whether one will
10 meet his needs and expectations since the target is
11 constantly moving and priorities are shifting.

12 In personal conversation with Jared in PV, it
13 was discussed that his departure was due to
14 personality clashing between Jared and James. Jared
15 is held in high regards to PV staff and played an
16 instrumental role in the organization. Several
17 donors have expressed their concerns with their money
18 being used to to produce [indiscernible]. As I
19 described Project Veritas current environment with
20 the same, the beatings will continue until morale
21 improvement. In recent donor meetings, James'
22 behavior has been arrogant and dismissal of the
23 donors, that they won't give us five or six-figure
24 donations. This happened in the past few weeks in a
25 meeting with [indiscernible] in Miami.

1 [Indiscernible]. James is [indiscernible]. It is
2 everyone's duty [indiscernible]. Donors are
3 hesitating not to side and about whether
4 [indiscernible] should be sent to Project Veritas.

5 At a donor event in [indiscernible], James was
6 one hour and 15 minutes late. We had a room of 100
7 people waiting for him to speak. People commented
8 afterwards that he could have at least apologized for
9 being so late. This is a good example of James not
10 realizing that everyone's time is important.

11 [Indiscernible] publicly demeaning peoples' roles or
12 responsibilities. [Indiscernible], "See, I'm the
13 [indiscernible], junior editor." [Indiscernible].

14 SPEAKER: You're breaking up a bit.

15 SPEAKER: We're having trouble hearing you.

16 SPEAKER: Sorry. I'm going to skip ahead. I'm
17 not going to read the rest of the anecdotes. Can you
18 hear me now?

19 SPEAKER: Yes.

20 SPEAKER: Okay. "We are writing these out
21 because we value the organization that James has
22 built and what we've become. No one else is doing
23 the work at PV and we love it. What we do for our
24 audience, we do incredibly well. However, we can't
25 become even greater until we [indiscernible] the full

1 potential of the organization and as people. The
2 only problem we have with material that comes
3 [indiscernible] in this organization. If we don't
4 make these changes, we will [indiscernible] best
5 people. We have the moral courage to say what needs
6 to be said, to continue down the path we are on, and
7 you will have an army of yeses when [indiscernible]
8 penned this letter. We are resilient. Failure is
9 not an option. Be brave, do something. This was
10 signed by people from production, journalists,
11 development, IT, and facilities. There's screenshots
12 of messages, and this is all in the document and a
13 rehash of our core values and our ethical values,"
14 and this is 11 pages.

15 If this is deemed prudent, I will put this up
16 for vote. I will submit this to the observers that
17 we have [indiscernible] and allowed to observe all
18 this [indiscernible]. I will send this out so they
19 have more context. Do I have a motion to vote on
20 that? I'm motioning to share this letter with the
21 observers that we've invited in to observe these
22 proceedings.

23 SPEAKER: May I suggest that the employees who
24 contributed to this letter be observers for the rest
25 of this meeting?

1 SPEAKER: Just the observers that we have that
2 we've invited in who are currently with us,
3 [indiscernible], [indiscernible], Eric O'Keefe,
4 [indiscernible] on this call because he's invited in
5 as observers. I didn't want to send this out
6 unilaterally. It's not my role to make that
7 decision.

8 SPEAKER: I think this is --

9 SPEAKER: Anyone?

10 SPEAKER: If it is for a discussion phase, I
11 don't know if it's appropriate for this letter to be
12 leaked out, especially if it has the names of
13 employees on it.

14 SPEAKER: I agree.

15 SPEAKER: Those employees -- names have not
16 been read and I would prefer to keep it that way. I
17 would amend the motion to enter the letter in its
18 entirety as an exhibit to the minutes.

19 SPEAKER: The minutes are private property of
20 Project Veritas. We do not want this to get out.

21 SPEAKER: My only view is anyone we've invited
22 to the call is prompted to maintain the duty of care
23 we've bestowed upon them that they will not leak this
24 out. This is for context [indiscernible] for the
25 organization.

1 SPEAKER: I have no surety of that.

2 SPEAKER: I think that's a foolish way of -- a
3 foolish hope. I'm not saying you're foolish, I'm
4 just saying that it would be highly [indiscernible].
5 It could be a technical violation of our NDA and our
6 duty of care and trust to employees [indiscernible]
7 to the organization.

8 SPEAKER: In lieu of that, we will attach it to
9 the minutes for the board and officers and internal
10 counsel only.

11 SPEAKER: I have a question. I have a question
12 -- that we've allowed that auditors to be in for at
13 least that summary for reading of some excerpts; was
14 that not the case? Were the auditors not on for
15 that?

16 SPEAKER: The observers are listening only and
17 they're listening to everything we say as we have
18 extended the courtesy to them [indiscernible].

19 SPEAKER: So they did hear that. I wanted to
20 be [indiscernible] to the subsidy issues. Okay.

21 SPEAKER: [Indiscernible].

22 SPEAKER: But it would be highly inappropriate
23 --

24 SPEAKER: I'd like to recommend we not move
25 past what we've already dealt with, [indiscernible].

1 SPEAKER: Yeah.

2 SPEAKER: In lieu of that, I'd like to have the
3 employees who have agreed to speak to us in full
4 knowledge that this is in front of the board,
5 observers that we've invited in, and that this is
6 recorded. They have extended their willingness to
7 make us aware of these data points that they think we
8 should know, I think we should know, and I believe
9 that's why we're having this call.

10 SPEAKER: Let's move quickly.

11 SPEAKER: I would have [indiscernible], our
12 ranking officer's COO, offer a few minutes about his
13 impression of the management style and the leadership
14 --

15 MR. O'KEEFE: May I ask: Do I have a chance to
16 respond to this?

17 SPEAKER: Yes, but I think -- I mean,
18 absolutely, you should have every right to do that,
19 but I think that because of the time issues, with
20 your [indiscernible], I think it's important to
21 listen to them first and then give you a chance to
22 thoroughly respond to everything, take notes and --
23 because we are in an extreme time crunch because of
24 Joe's and -- George's, Joe's, and Steve's issues that
25 I didn't foresee. Otherwise, I think, we'll never

1 get there in the time --

2 MR. O'KEEFE: I would like to read my --

3 SPEAKER: Let's bring them in. We're still in

4 6A of the agenda.

5 SPEAKER: I would move to have Dan present his

6 views as the COO about management.

7 SPEAKER: Go. Second. I'll approve. Can we

8 just do a blanket approval that we're going to have

9 -- I don't want to have a separate vote on every

10 person that comes in. That's insane. So the

11 sequence that happens, I move that we just -- without

12 further delay, have whatever [indiscernible] talk,

13 okay? Thanks.

14 SPEAKER: Let's [indiscernible] and see what

15 they have to say.

16 (Simultaneous speaking)

17 SPEAKER: Just for the accuracy of the minutes,

18 I need to get a vote counted on that proposal.

19 SPEAKER: Approve.

20 SPEAKER: I'll move for that.

21 SPEAKER: I second it.

22 SPEAKER: I mean, I think the motion is moot

23 because it is incorporated in the [indiscernible].

24 SPEAKER: Approve.

25 SPEAKER: Joe is right. Steve, George?

1 SPEAKER: Approve.

2 SPEAKER: Approve.

3 SPEAKER: Thank you.

4 SPEAKER: [Indiscernible], are you on the line?

5 SPEAKER: I am. Can you hear me?

6 SPEAKER: Yes. I joined Project Veritas about
7 ten months ago. And over the last ten months, we've
8 had a lot of incredible, positive things, both at an
9 organizational level and also individual level with
10 James and I's interaction. There have been a number
11 of things that we've also debated, some of them are
12 around finances and expenditures and how to value
13 what is a worthwhile expenditure.

14 From a management perspective, the leading by
15 intimidation seems to have been a theme long before I
16 joined and something that's has pervaded over the
17 last ten months. And despite us having incredibly
18 positive stories, viewership, and overall attention,
19 I think we've had -- these actions have actually --
20 as far as people management goes -- have gotten worse
21 in my eyes. Personally, I believe most of this has
22 to do with too many responsibilities, too much
23 accountability, and not focus ing on core
24 competencies across journalism and the creative side.
25 All great organizations come to a point where

1 the founder cannot wear all the hats because they're
2 no longer [indiscernible]. I believe that that's
3 where we are right now. I think most of all of this
4 negative behavior stems from the inability to manage
5 all of these different things and wear all these
6 different hats.

7 I'm not sure if I should go into specific
8 examples around things or what you guys really need
9 me to focus on, but that's my general overview.

10 SPEAKER: I was just alerted -- because I think
11 it's relevant to the conversation, I was just alerted
12 by staff that the organization's social media
13 accounts have just had all their passwords changed
14 and all the staff was just locked out of all the
15 social media accounts in the last two minutes.

16 SPEAKER: Who did that? Who has the power to
17 do that?

18 SPEAKER: I think Eric, right?

19 SPEAKER: Eric [indiscernible], yeah.

20 SPEAKER: Eric is on PTO right now.

21 SPEAKER: Was he directed to do that?

22 SPEAKER: Not by me, not by James he just said
23 either.

24 SPEAKER: Okay. Maybe it's -- maybe that's
25 something that's not material, because it can be

1 corrected after this. Maybe it's just as well that
2 we're not communicating to anybody outside of the
3 organization at this time until after the meeting,
4 okay?

5 SPEAKER: [Indiscernible] with the agenda.

6 (Simultaneous speaking)

7 SPEAKER: Dan, if you want to add anything
8 [indiscernible], whether it's hiring and firing,
9 global process, anything you perceive.

10 SPEAKER: Am I still talking?

11 SPEAKER: Yeah.

12 SPEAKER: Sorry, guys. I just had to go run
13 and get a power cord.

14 SPEAKER: Do you want to hit some bullet
15 points, Dan, operational issues or operational
16 [indiscernible]?

17 SPEAKER: Yeah. So I think on some levels, it
18 might be worth -- it might be worth going through
19 some of the things --

20 SPEAKER: It turns out we're in extreme time
21 constraints, so you can skip the preambles.

22 SPEAKER: Yeah. I mean, obviously the most
23 impactful thing that happened recently were the
24 firings with no seemingly -- wildly irresponsible
25 firings, particularly of Tom, for seemingly no good

1 reason, from my perspective. So that was very, very
2 concerning. And I think there had been a number of
3 just -- I often say negative energy is very
4 expensive, and just absolutely raising voices and
5 yelling at people, leadership by intimidation -- when
6 I got here, Patrick Davis was completely torn down in
7 front of his entire staff, that was one example.

8 Patrick Davis wasn't the right person for the role,
9 however, that doesn't mean that he deserves that type
10 of treatment, nor does anyone. The same thing --
11 SPEAKER: Do you have any suggestions on how to
12 change that?

13 SPEAKER: Well, I think two things. I think,
14 number one, I think stress is a major mark in this,
15 it's personal, but I think the second is to focus on
16 highest and best use, things that allow James to
17 shine as opposed to getting frustrated, and I think
18 that that is separating a lot of roles and
19 responsibilities in defining that.

20 For example, the org chart, if you look at our
21 org chart now, pretty much everyone in the
22 organization reports to me. There's data lines into
23 James, but there's a helicopter of leadership
24 management style that comes inborn out of start-up
25 mentality of having to do everything from day one,

1 but at some point we have to mature past that and
2 separate some of those roles and responsibilities so
3 that that helicopter leadership does not continue.

4 SPEAKER: If I'm hearing you, that would also
5 -- I even talked to James last night on this -- would
6 that relief his stress? Because I completely agree
7 -- let him be a genius of what he's a genius at and
8 -- we'll see later, but we'll decide whether

9 personnel and management is in his wheelhouse, I
10 would assume it's not, and I've heard that verbatim
11 from other people, too, that know more about it.

12 SPEAKER: Dan, what roles should be separated?

13 SPEAKER: I think the business from the
14 journalism and creativity. When I say separated, we
15 all have read a number of books here. It's the
16 manager, the entrepreneurs, operating system, all
17 these management books always refer to a visionary
18 who's one individual, and an implementer and executor
19 which is another individual. So I would say that the
20 effective of whether it's a CEO or executive
21 director, the effective business leader versus the
22 creative leader, those are two different roles.
23 Often organizations start with them being the same
24 person, but they very infrequently end that way.

25 SPEAKER: Well, but -- this is a question:

1 There's a world in which James would continue to be a
2 visionary leader and strategic leader and all the
3 things that a brilliant genius has that have created
4 this place and a historical person that's an icon of
5 American culture and politics. I mean, is there a
6 way -- roles [indiscernible] but I'm asking for your
7 two cents, whether that's --

8 SPEAKER: Yes, I believe in that 100 percent.
9 When I talk about separating roles and
10 responsibilities, it's not like I'm suggesting that
11 James has no say in these other activities or
12 defining the vision. I'm not suggesting that at all.
13 It's just unilateral authority and the my way or the
14 highway type of management style needs to change.

15 MR. O'KEEFE: May I have a chance to --

16 SPEAKER: I'm sorry, how many reporting lines
17 are there within PV? Maybe there are [indiscernible]
18 or accounting sections, but how many different
19 reporting sections are there within the PV structure?

20 SPEAKER: So we have business development, we
21 have communications and media relations, which is
22 really one entity, we have legal, we have IT, we have
23 the journalists, and then we have the producers and
24 editors, and then we have accounting, and HR, which
25 is -- yes.

1 SPEAKER: So about six or seven?

2 SPEAKER: There's finance and accounting in
3 there somewhere.

4 SPEAKER: So about six or seven in total.

5 SPEAKER: I wanted to clarify my question.

6 Would part of that role be being a strategic leader
7 for journalism and [indiscernible] very effectively
8 in the past?

9 SPEAKER: Yes, yes. I mean, besides the on-air
10 talent, the editorial creative oversight, that is
11 part and parcel of what James is absolutely
12 incredible at.

13 SPEAKER: [Indiscernible] professional at that.
14 He's historic.

15 SPEAKER: Yeah.

16 (Simultaneous speaking)

17 SPEAKER: [Indiscernible] legal mostly involved
18 as a prime witness in any of the ongoing suits, maybe
19 [indiscernible] --

20 SPEAKER: Yes.

21 SPEAKER: So it definitely involves legal.

22 SPEAKER: Correct.

23 SPEAKER: I think the issue -- Dan, correct me
24 if I'm wrong -- but it's which ones we should pursue
25 or shouldn't pursue. It's not necessarily that

1 James, obviously being the spokesperson for the
2 company, he's going to be named in just anything that
3 PV does. It's more about the strategy of legal I
4 think is what Dan is kind of getting at, and having
5 that diversification as opposed to -- to this point,
6 it was we don't surrender, we fight everything, and
7 sometimes that's just --

8 SPEAKER: If I'm not mistaken, there's very few
9 if any CEOs of organizations of this size -- and this
10 is something that James should be congratulated upon
11 -- for us getting to this stage, that would have any
12 micromanagement of people or probably would want to
13 delegate things in the management realm, operations
14 realm, to another principal within the company while
15 remaining in a strategic role, which is what a lot of
16 chairmen or executive chairmen or CEOs do, but
17 whatever the term [indiscernible] can't be ambiguous
18 as to the duties, as to the scope, and all that.

19 MR. O'KEEFE: I'd like to respond to the
20 statements when I can.

21 SPEAKER: Stephan, please let in the number
22 ending in 5140. It's Jeff Littman, who's been an
23 invited observer.

24 SPEAKER: Yes.

25 MR. O'KEEFE: I'd like --

1 SPEAKER: I think James wanted a chance to
2 respond.

3 MR. O'KEEFE: I'd like the opportunity to
4 respond, and I thank everyone for their candor. May
5 I say a few words?

6 SPEAKER: You're the president.

7 MR. O'KEEFE: I would offer this response a
8 letter that I've written to the staff regarding kind
9 of a sincere heartfelt apology for some of the things
10 that have happened here in meetings, and I'd like to
11 read it to you and then we can discuss it and get
12 your thoughts.

13 SPEAKER: Particularly the first part is really
14 relevant to our present discussion. That part is
15 sort of past some of its -- about ordering of the
16 minutes and things like that. That's getting into
17 operational decisions that we're going to be
18 discussing later.

19 MR. O'KEEFE: The letter reads, "Dear team, on
20 Tuesday of this week, some of you had the unfortunate
21 experience of seeing me get into a heated agreement
22 over the direction and nature of our fundraising
23 approaches. I confronted an issue in front of a
24 group that should have been handled privately, and I
25 was wrong to behave this way. It affected many

1 people at headquarters who overheard it. I also have
2 not been patient with some of you and have behaved
3 poorly. As you all are the life and blood of Project
4 Veritas, I want you to know I'm sorry and ashamed of
5 my actions."

6 And I have not sent this out yet. With the
7 blessing of the board, I propose this be one of the
8 solutions I discuss for the sake of Project Veritas.
9 "Many of you that have been with me for years
10 know that this is not the first time I've gotten
11 emotional and impulsive during times of strain. We
12 are in a stressful journey together and sometimes the
13 pressure gets the best of me. It does not matter the
14 circumstances. I should never behave that way in
15 front of my colleagues or treat people that are
16 working hard for Veritas in an unkind manner, and I
17 am truly sorry. I fail to lead by example in these
18 cases.

19 I hurt people who are here because they believe
20 in our mission. I'm truly [indiscernible] by my
21 behavior, as I let you all down, let myself down in
22 these instances. This is not what a great or even
23 good leader does. I do expect the best from
24 everyone, but it should start with me. Anything less
25 than our best, then we do not stand a chance against

1 the array of forces against us. We have a long way
2 to go, and if we're going to accomplish this mission,
3 then I must be held accountable for my actions when
4 they result in harm.

5 So my solution is as follows: I am going to
6 slow down and listen. From here forward, I will have
7 an open-door policy for anyone on staff to share
8 their observations about our mission and our
9 organization with me directly. I want to hear from
10 the staff about ideas and communications and
11 procedures and other things that I can do to
12 implement and improve Project Veritas. I understand
13 that my behavior, like the ones you saw on Tuesday,
14 were public disagreements -- private disagreement,
15 rather -- that was made public cannot happen again,
16 and I've apologized to Tom personally.

17 Please accept my apology for that behavior last
18 week -- and there have been other times of public
19 disagreements -- from the bottom of my heart. I hope
20 that I can count on your grace, your forgiveness, and
21 your continued dedication to Project Veritas as we
22 work together. We are an organization that does not
23 exist without all of your efforts. You all know by
24 now that I'm not always good at expressing myself,
25 but I am [indiscernible], and have had a chance to

1 reflect. I am very proud of this team, I believe in
2 all of you, I want to work with you, and I want you
3 all to be happy here in our mission. Again, I'm not
4 always good at expressing it, but I am proud of this
5 team. I believe in you, and I'll always walk through
6 walls for the mission of this place."

7 I suggest that this be distributed to the staff
8 with the board's blessings and I be given the
9 opportunity to actually have these open-door policies
10 this week and beyond and have a chance to listen to
11 feedback without providing any responses but simply
12 to listen and observe so that we can figure out the
13 best way forward.

14 SPEAKER: If I can respond to that. I think
15 that's certainly good intention. We do have in our
16 handbook a 24/7 open-door policy, so I may revise
17 that part before sending that out. You certainly
18 don't need the board's permission to take that
19 action.

20 SPEAKER: I will say that that has to be a very
21 humbling and sincere letter. It is also a great
22 introspection that he sees in himself that most
23 people won't ever get to, and that to me says mounds
24 upon mounds of who this man is, what he has done, and
25 why he should continue to lead.

1 SPEAKER: I would like to hear from some other
2 employees so that we have the full context of why
3 [indiscernible].

4 SPEAKER: [Indiscernible].

5 SPEAKER: Anything else for Dan? Any
6 questions? Dan, do you want to provide any other
7 relevant input? I mean, anything?

8 SPEAKER: I guess the only other thing I can
9 talk about briefly is just basic understanding of
10 organizational structure and finances. Often we talk
11 about whether we can afford something, not by
12 comparing some fixed cost to variable cost and basic
13 understanding of accounting is I think lacking there,
14 and we're usually making expense decisions based upon
15 how much of a percentage of payroll, which is the
16 wrong metric on any level for any expenditure. So
17 that just one example that I've always been concerned
18 with.

19 SPEAKER: Doesn't the responsibility for that
20 reside with the CFO? Shouldn't they be empowered in
21 that regard or not?

22 SPEAKER: I think the answer is yes. I
23 shouldn't say that. I know the answer is yes.

24 SPEAKER: Isn't Howard present to do that?

25 SPEAKER: I think on paper, I understand it,

1 that the CFO is accountable for this, but I believe

2 there's very often --

3 SPEAKER: Dan, sorry --

4 SPEAKER: You can't have accountability without

5 responsibility empowering you --

6 SPEAKER: John, this is Tom. I'll answer that

7 question for you. It usually comes from the top

8 down. So no, I don't have the ability to push back

9 on it.

10 SPEAKER: So you don't have any authority on

11 that. You are kind of legally accountable maybe, but

12 you don't have any control over what -- how things

13 are [indiscernible]. Is that kind of correct or not?

14 SPEAKER: Correct, yes.

15 SPEAKER: Okay. Well, that's a problem. You

16 know, I'm really glad James got to read his letter.

17 I think it's well written and thoughtful, and I think

18 it's really important for James to have this be

19 heard. I do think we need to move on to the rest of

20 the meeting.

21 SPEAKER: I agree.

22 SPEAKER: Thank you, James.

23 SPEAKER: Stephan, I have [indiscernible], the

24 number ending in 5638.

25 SPEAKER: So should I admit the 5638?

1 SPEAKER: Yes.

2 SPEAKER: Okay. They're admitted.

3 SPEAKER: Thanks, Stephan.

4 SPEAKER: Barry has been an employee for a few
5 months. He came in, was hired unilaterally to be
6 like an independent consultant on certain SBUs to
7 help fix them, and he became a lead to many of the
8 employees and [indiscernible].

9 SPEAKER: Can you guys hear me okay?

10 SPEAKER: I hear you.

11 SPEAKER: Okay, great. Hi, Matt. Hi,
12 everyone. How are you doing?

13 SPEAKER: We have very limited time. So just
14 get to your main points, please. Thanks.

15 SPEAKER: All right. First of all, I'm here
16 painfully and unhappily. I've been with this
17 employer from 2012 and then on and off and then
18 [indiscernible] here, and then, as you know, an
19 employee as of this fall. I joined because of the
20 mission and the person behind the mission, and sadly,
21 my confidence and respect for the leader, the CEO of
22 the organization, has completely eroded to the point
23 where I feel [indiscernible] this week that I can no
24 longer follow his lead because I consider the
25 workplace a hostile work environment, incredibly

1 toxic, employees are continually shamed and bullied
2 and discounted and appear to only be object to one
3 end, which is the furtherance of his personal agenda.

4 I feel the donors have just been treated quite
5 dismissively as being only an object to donate money,
6 once again, for the same means, and they're not
7 respected. I also have witnessed over time the
8 fiduciary responsibility, my opinion, not respected
9 of those donors' money and spent very poorly, and
10 never like anything I've seen in a private company,
11 let alone a nonprofit that's supposed to be mission
12 based. It seems to me the mission has been lost.

13 SPEAKER: Can you give any specific examples?

14 SPEAKER: Well, I ran a large company with a
15 lot of employees, and I never lived this lifestyle
16 with black cars running at \$250 an hour constantly
17 picking me up, moving me around, flying a helicopter
18 up to Maine to go to family. It's just very
19 extensive accommodations when the rest of the staff
20 are staying at one level. I mean, all for one and
21 one for all, especially a nonprofit. I just never
22 have seen a position of one person living one way and
23 everyone else living another way.

24 SPEAKER: Haven't some of those excursions --
25 as you referred to -- though, been meeting with

1 donors?

2 SPEAKER: Some of them, yeah, but not all of

3 them. It's hard to tell what the definition of a

4 donor is anymore, quite frankly. Even still --

5 listen, I'm here as a former employee, and I'm just

6 telling you what I saw. You guys do what you do.

7 And who am I speaking with, by the way?

8 SPEAKER: This is Steve [indiscernible].

9 SPEAKER: Hi, Steve. So I have lost trust in

10 them. I got to the point where I couldn't in good

11 faith ask people to invest in this organization, the

12 high dollars I was constantly getting asked to

13 invest, because I just don't think the

14 [indiscernible] of those dollars was proper and in

15 line with the mission and certainly in line with the

16 way nonprofits should be run.

17 Lastly, I think I witnessed the board's trust

18 being abused, for example, when the executive plan --

19 which was never approved by anyone in the executive

20 that I'm aware of -- was distributed and said that it

21 was approved by the plan -- and I've been around long

22 enough. I've been in the workforce for 30, 40 years.

23 I've never seen anything run this poorly, and I've

24 never seen such a hostile and I've never seen people

25 so taken for granted. When you issue a plan without

1 any approval of your executives without any approval
2 of your board and then it's distributed as both have
3 happened, that's incredibly difficult for anyone
4 trying to follow that lead and certainly something I
5 became unwilling to follow.

6 I'm happy to go into more specifics, but I know
7 the time is limited. And [indiscernible] last week
8 when I told James I can no longer follow his lead, I
9 was told over and over again that people beneath me
10 are supposed to follow my lead no matter what. And I
11 told James, "I consider your management highly
12 dictatorial and I can't in good context follow it. I
13 can't in good conscious manage people underneath
14 you." I was given the role of interim CEO because
15 everyone else was pretty much left in that role, it
16 was down to bare bones, and trying to keep it going
17 and in [indiscernible] manage those people when James
18 would swoop in and just grab someone off my team and
19 direct them to do things and it was a different
20 person that was supposed to do that the day before.
21 It became [indiscernible]. It's a culture of fear.

22 And I told James I couldn't manage that
23 organization, I couldn't work there anymore following
24 his management style. I said, "There's three things
25 that can happen here, James. I'll resign, I'll get

1 fired, or things will change, but I can't follow your
2 lead because I consider it dangerous. It's hostile
3 to coworkers." I came into this organization knowing
4 no one and having no personal relationships. I was
5 there for the mission and the people that were
6 supposedly supporting the mission, but it became
7 pretty clear it was just about one person. And the
8 mission, it really seems to be just there to support
9 that person's personal goals in my opinion.

10 Something got lost along the way.

11 The last thing I said is, "or things change."

12 I think there's -- there was a great opportunity to
13 create a great administrative organization underneath
14 an amazing and groundbreaking journalist. And I told
15 James this, I think he's a groundbreaking journalist,
16 but there's no straight line between being a great
17 CEO and a great journalist. Very few people in
18 history can do both, and --

19 SPEAKER: What did you say, you were terminated
20 because you disagreed?

21 SPEAKER: Yeah. 100 percent I was terminated
22 for insubordination because I wouldn't follow his
23 lead, or whatever you want to call it, word for word.
24 I couldn't agree with it. I always had problems with
25 how people were being treated. And certain tactics,

1 it was double the smack-down every time. "Follow me,
2 I brought you on, follow me," etc., etc. So I made
3 that clear --

4 (Simultaneous speaking)

5 SPEAKER: So that afternoon, I got an e-mail
6 from James saying that he accepted my resignation,
7 and I responded, "I never submitted my resignation,"
8 and he said, "Therefore, you're terminated." I said,
9 "I never submitted my resignation, but I cannot
10 follow your lead and support your management style."

11 SPEAKER: What was your role, Barry?

12 SPEAKER: Chief strategy officer.

13 SPEAKER: Too many people talking. Barry, what
14 was your role?

15 SPEAKER: Chief strategy officer. I was
16 brought in to help Dan and the team stand up this new
17 platform that we discussed, we had been discussing,
18 called PVCV, and broaden the message so we could get
19 the awesome journalists out to more people
20 [indiscernible] in long form and hopefully bring in
21 [indiscernible]. It's more efficient that way. I
22 was also brought in to help with development. Over
23 time, it became clear that I was asked to lead
24 development because Randy had left and I had already
25 been helping out before that on a volunteer basis at

1 five or six events.

2 SPEAKER: So Barry, [indiscernible] you had
3 introductions and facilitated some tangible results
4 in development prior to your coming onboard formally
5 in any way, and some of those have resulted in
6 seven-figure donations; is that correct?

7 SPEAKER: I'm not sure about seven-figure
8 donations. I definitely have done things in the team
9 over the target of very high network people, probably
10 four or five times, adding up to probably 4 or 500
11 people. There was -- I wasn't involved in the
12 follow-up process at that time, but I definitely know
13 tens of thousands of dollars had been donated from
14 people that I know and a lot more would be
15 [indiscernible] in the pipeline.

16 SPEAKER: So you were a catalyst. I think
17 that's the word to describe you as, a producer as
18 catalyst, a facilitator.

19 SPEAKER: I was trying to build a proper
20 pipeline that you would for high network donors. I
21 mean, we ended up [indiscernible] this development
22 department drive-by development because everyone had
23 high network [indiscernible] and they could be asked
24 for a million dollars or 250 or whatever their
25 capacity was deemed to be immediately. No

1 relationship building really to speak of. That's not
2 how --

3 SPEAKER: Barry, have we lost any donors or
4 have any donors been disparaged as a result of
5 anything that James has done?

6 SPEAKER: I certainly have heard, that
7 [indiscernible] was pretty bad, the New York Times.
8 I think it was Goldman, the New York Times
9 complication on the street, a lot of people were put
10 off and thought it was something very personal and
11 not something that was mission [indiscernible] of
12 journalism.

13 I did introduce him to a billionaire family in
14 Houston, and it was a cultivation, and I spent
15 15 years building that relationship, and he showed up
16 25 minutes late and we got an hour of their time,
17 hour and a half maybe, and I asked him not to ask for
18 any money because it was a cultivation, and I went to
19 the bathroom, and by the time I came back, he had
20 asked them for cash. That is not how things work in
21 this world. [Indiscernible] to me, I never heard
22 from that guy again. 15-year relationship I had been
23 building down the drain, in my opinion. He might
24 come back, but I haven't heard from the guy since,
25 pretty much.

1 SPEAKER: Thank you.

2 SPEAKER: Barry, you help put together an event
3 in Palm Beach at [indiscernible]'s house. How would
4 you describe the results from that?

5 SPEAKER: Well, the results were underwhelming.

6 The right people were there, but I think people --

7 these are all professional givers at this level.

8 [Indiscernible] started asking people for \$5,000 a

9 head and he's getting 5 million out of them now.

10 Those people need to be cultivated and respected, and

11 I think we've got on base, but we have a lot of work

12 to do. And I certainly had asked some major league

13 people that were previous PV donors that had left for

14 whatever reason, but now I had my [indiscernible] to

15 attend, they did, and I'm not confident that the

16 follow-up is there to cultivate these people the way

17 they expect to be cultivated.

18 SPEAKER: The ZIP Code 33480 is a

19 [indiscernible] like is [indiscernible]. And

20 properly cultivated, it will yield incredible

21 results. I know, because I [indiscernible].

22 SPEAKER: Yeah, but it's not drive by built.

23 It will do more harm than good.

24 SPEAKER: [Indiscernible], we both -- you're in

25 the same ZIP Code or your adjacent ZIP Code because

1 you're in Wellington, but [indiscernible]. But James
2 has been in this room more than once where
3 [indiscernible] I met over ten years ago through the
4 same crew through the same restoration weekend. He
5 did start out at 5,000. He'll tell specific stories,
6 and we were in the room where he raised just
7 something over 20 million, this year, 22 million.
8 There's a lot of groundwork that goes -- there's
9 [indiscernible] and cultivation that goes before that
10 magical moment where people officially make those
11 donations.

12 SPEAKER: I would like to hear from Tom. I
13 mean, if there's any other questions for Barry or if
14 Barry has anything else he'd like to say, I would
15 like to keep this moving.

16 SPEAKER: Yeah. Barry, I just have -- when you
17 met James via helicopter, were there [indiscernible]
18 on the way [indiscernible] where he --

19 SPEAKER: You cut out, Matt.

20 SPEAKER: Was there donors met on the way to
21 Maine or in Maine when there was a helicopter ride
22 chartered privately?

23 SPEAKER: No. As far as I'm aware, it was
24 [indiscernible] stopped in Newport to pick up a
25 professional captain, which the sole purpose was to

1 help sail the boat back. The boat was in such
2 disrepair. I wasn't going to go offshore -- I'm a
3 former professional, so I found a professional who
4 was willing to get picked up and come up and that
5 [indiscernible] was really just about repairing the
6 boat and getting it back to Rhode Island
7 [indiscernible]. I was only trying at that time to
8 introduce him to people that [indiscernible] specific
9 donors. All the donor stuff came before we left for
10 Montana in the early part of the month.

11 MR. O'KEEFE: I'd love an opportunity to
12 respond when Barry Hinckley is off the phone, please.

13 SPEAKER: [Indiscernible] might be allowed to
14 listen to this, but I mean, maybe not speak, but
15 like, what James stated. I'm concerned about time,
16 because we're at 3:00. Some of you are leaving in 15
17 to 30 minutes and we haven't even scratched the
18 surface.

19 SPEAKER: I mean, we could continue to talk to
20 employees amongst each other without ruling on
21 anything or making any formal motion. Obviously we
22 can't complete [indiscernible] dispositive
23 [indiscernible], but there's still some factfinding.

24 SPEAKER: If there are going to be accusations
25 made about improprieties, I think it's only

1 appropriate to have the chief executive officer
2 respond with the facts of what happened, and I'd like
3 to do that.

4 SPEAKER: I completely agree, James, but is
5 this something we can just defer -- go ahead,
6 briefly.

7 MR. O'KEEFE: So I would say there's a man
8 named John Trainor, Barry Hinckley knows who he is,
9 he was based in Maine, and due to weather issues,
10 that was something I spoke with Tom O'Hara about, and
11 Tom O'Hara, I had this verbal consent to book that --

12 SPEAKER: Wait, wait. Don't put words in my
13 mouth.

14 SPEAKER: May I finish?

15 SPEAKER: Not if you're going to accuse me of
16 consenting to something I didn't. I'd like to defend
17 myself.

18 SPEAKER: No accusations, just stating what I
19 witnessed. John --

20 SPEAKER: I did not consent. You told me you
21 had donor meetings, that's what I consented to.

22 MR. O'KEEFE: There was a man named John
23 Trainor, who Barry Hinckley knows, that was
24 organizing an event in Texas that we organized.
25 Oftentimes the chief executive officer has to have

1 multiple donor meetings in one day, sometimes meet
2 with multiple billionaires in one day. In this case,
3 there was a gentleman named John Trainor who was
4 organizing an event in Texas that was present in
5 Maine. Weather issues occurred, and the -- I have in
6 front of me the itinerary from HBN to KUUU, that's
7 [indiscernible] Airport. Weather issues diverted the
8 plane to Portland ultimately and I was not able to
9 arrive to my destination until very late in the
10 evening. That was --

11 SPEAKER: Was it [indiscernible] or a chopper?

12 MR. O'KEEFE: It was a helicopter. The other
13 helicopter rides I can remember are one to visit
14 Tucker Carlson at his hunting cabin in Maine, some
15 2020, a couple thousand dollars to go from here to
16 The Hamptons again to meet with a billionaire.
17 Oftentimes the chief executive officer has to -- in
18 order to obtain multiple meetings in one business day
19 to increase the revenue for the company has to make
20 the decision in order to spend a little money,
21 \$2,000, \$5,000 or \$10,000 in order to do this. I was
22 told that this is an optics issue more than a
23 financial one since the purpose for these trips
24 whether it's Tucker Carlson or Andy Saven who gives
25 us \$50,000 a year or John Trainor who organized an

1 event in Texas, that was the intent, and the sole
2 purpose behind each of these things, that is what I
3 think a prudent chief executive officer of any
4 company does in order to raise more revenue for the
5 firm, which is my priority and purpose.

6 I've had some disagreements with -- we've had
7 some disagreements about that, but I think it's
8 within the purview of the chief executive officer to
9 raise as much revenue as possible for the
10 organization due to limited time. This is not unique
11 or unusual. As to taking black car service, I don't
12 fully understand how that's an impropriety or any
13 different than an Uber. That's something that Mr.
14 Hinckley said. And also we've had conflicts of
15 visions over the direction of fundraising, but
16 ultimately -- for example, there's a lot of things
17 that are omitted, and I just wanted to make sure that
18 everyone understood the purpose of that
19 transportation. The purpose that it was intended
20 for, for those particular --

21 SPEAKER: My understanding was you left your
22 boat in me, we were planning a trip to bring it back,
23 John Trainor you already met a week or so before at
24 the event we hosted at our house for you to raise
25 money, he was already working with Joanne to set the

1 event up, that one was in the bag already. Whatever

2 happened on the back with John Trainor was social.

3 SPEAKER: Were there any other donors on this

4 trip?

5 SPEAKER: Not that I'm aware of.

6 SPEAKER: That's a question for James. Did you

7 see any other donors on that trip?

8 MR. O'KEEFE: The intention of that trip was to

9 follow up with John Trainor.

10 SPEAKER: Just John Trainor?

11 MR. O'KEEFE: He organized an event in Texas, I

12 believe it was in October, in Highland Park.

13 SPEAKER: So just to meet with him or were

14 there others?

15 MR. O'KEEFE: I believe it was just him, to

16 follow up with him.

17 SPEAKER: Okay.

18 SPEAKER: Now is the time to have Tom --

19 SPEAKER: I think we should move on.

20 SPEAKER: When we move on to executive session,

21 we can do that as we -- to manage the amount of

22 people on the call, there are time constraints, I do

23 think there are a couple of employees who are looking

24 to share.

25 SPEAKER: Go for it.

1 SPEAKER: Thank you, Barry.

2 SPEAKER: Thanks for your comments.

3 SPEAKER: [Indiscernible] folks calling in, and
4 afterwards, Jonathan Bailey.

5 SPEAKER: I don't see anyone --

6 SPEAKER: They're calling in now.

7 SPEAKER: While we're on -- this is Stephan,
8 I've got a bit of -- I have a hard stop at 3:30. I
9 can leave the system up. I'll be texting with John,
10 but I have a very hard stop at 3:30. But you don't
11 need me, you've got Sullivan.

12 SPEAKER: We can continue.

13 SPEAKER: Thanks, Stephan. Is anybody showing
14 up on our call-in line?

15 SPEAKER: Yes. I've got a [indiscernible].
16 I've got two, do you want me to admit both?

17 MR. O'KEEFE: No. 0371 is Joanne
18 [indiscernible]. You can let her in first.

19 SPEAKER: Okay, 0371 is coming in. Joanne is
20 in.

21 SPEAKER: Hi. Joanne?

22 SPEAKER: Yes.

23 SPEAKER: We'll give you the floor to explain
24 how you perceived the management and the leadership
25 and the culture of the organization.

1 SPEAKER: Okay. Can you hear me okay?

2 SPEAKER: You're loud and clear.

3 SPEAKER: All right. Just wanted to make sure.

4 SPEAKER: We're really short on time. I just
5 wanted to let you know. So we want to hear you --

6 SPEAKER: We're not short on time.

7 SPEAKER: I'm not. I have an infinite amount
8 of time, but some of our board members are going to
9 have to be off.

10 SPEAKER: Okay. Well, let me go ahead and -- I
11 am going to give my perspective. And just for a
12 little bit of background, I joined PV development
13 organization in December of 2020. I had never been
14 with such a diverse group of individuals who are so
15 mission-aligned and committed to the [indiscernible]
16 on the mission and really good people. I also have
17 never experienced so much turnover, turmoil, and
18 dysfunction in the workplace. The negative impact
19 spilled over onto personal life where my husband and
20 grandchildren are telling me that I need to leave the
21 stress of the job at work because I take it out on
22 them not even realizing that I'm doing it.

23 The work environment has noticeably changed to
24 the negative over the last four to six months where
25 it's a really hostile work environment and we're

1 really operating in fear that we're going to be
2 chastised or reprimanded for doing something wrong.
3 I did not want to go into the office today. I was
4 concerned, really. I didn't feel safe going into the
5 office. That has never happened in my entire career.
6 Over the last four to six months -- is there a
7 question, or just continue?

8 SPEAKER: Just continue.

9 SPEAKER: Okay. So over the last four to six
10 months, James has been noticeably more agitated and
11 more arrogant with his messaging and we have been
12 more focused and desperate for money, at times, rude
13 and curt with donors, not really listening to the
14 donors, and having conversation, but demanding that,
15 "It's just clear the work we do is very important.
16 Just give us your money."

17 We are treating our donors more like ATM
18 machines than cultivating and developing
19 relationships. We come across -- he comes across
20 oftentimes that only his time matters, and it's very
21 dismissive of who we're meeting with and what we are
22 trying to do. Being desperate and sharing the
23 message with supporters that we're desperate is not
24 something that is helping donors to want to give to
25 us. He frequently has threatened that if he walks

1 away from PV, there will be no PV, that James is PV
2 and PV is James, and I believe that we have a talent
3 in the office and the organization in place that PV
4 can and does deliver results whether James is
5 speaking for us or not. It is not a healthy
6 environment to be working in.

7 The donors want to investigate -- they want to
8 invest in investigative journalism. Frequently we're
9 being told it's not just about James, it's the
10 investigative journalism that we're doing. They want
11 to see more of that. We just recently had the
12 largest [indiscernible] in PV history where we raised
13 online alone from the [indiscernible] about \$900,000.
14 That's the biggest [indiscernible] to date. We're
15 not even celebrating that, and no message of
16 congratulations to the PV team other than to
17 congratulate the journalists, and of course he
18 deserves the congratulations, but a whole team puts
19 together what PV is delivering to the marketplace.
20 People need to be recognized for the hard work that
21 they're consistently providing.

22 The donors are pleased that we're not doing
23 these one-night hits where we're really into getting
24 more in-depth on our journalism and putting more
25 credibility into the stories. That's the feedback

1 that I'm consistently getting from the donors I speak
2 to. We had a high-dollar call with James and
3 Clarice, who was with a PV for a couple of weeks.
4 She came onboard, a very, very [indiscernible]
5 officer. And in the course of that [indiscernible],
6 offered a different approach potentially with the
7 donors. James did not really receive that suggestion
8 well and went after Clarice. Clarice ended up
9 leaving within two weeks because of the environment
10 that we're working under.

11 In the middle of January, Barry and I were in
12 James' office to do a call with James. We had put
13 together a list of individuals that had not donated
14 as much as we had forecasted in 2022. We were
15 focused on the shortfall and growing our revenue.
16 This list is about 20 donors, 5.6 million short in
17 what we had forecasted that we'd be receiving from
18 them. We wanted James to discuss with them what it
19 would take for them to feel comfortable making an
20 investment in PV and increasing their donation and/or
21 renewing their support. James did not receive this
22 well, got very angry at both Barry and myself.

23 The following day, James called to express how
24 dissatisfied he was with what I had done in his
25 office the day before and one of the -- part of the

1 discussion was around communication and staying on
2 top of all the messages and things that are floating
3 around. And I expressed that there was multiple
4 channels, I do have difficulty at times finding
5 everything because we have it in Telegram, we have it
6 in Teams, we have it in e-mail, etc. It was just
7 being bullied because I didn't deliver.

8 In any case, one of the things that's occurring
9 and that I'm hearing over and over again is that we
10 have a reputation among our donors that we look at
11 them as an ATM machine because we're not really
12 treating them as partners, we're not cultivating
13 relationships. An example of that is after a recent
14 Palm Beach event, we were introduced to a new
15 process. We developed a list for James to call so he
16 could personally call and thank them for coming and
17 getting to know them. One of the [indiscernible] he
18 met was potentially [indiscernible], that is an
19 individual who hasn't given to us in the last couple
20 of years, but she took time out of her schedule even
21 though she had a dinner later that night to come and
22 see us. We wanted him to call and just thank her.
23 He chose not to do that, that was not something that
24 he wanted to do.

25 In addition, we had sent out -- we called

1 everybody, we thanked everybody, we sent them a
2 follow-up e-mail thanking them for being at the
3 event, included a donation link. We actually got
4 feedback -- we got some donations, we also got
5 feedback, some messages that they appreciated the
6 e-mail that we had sent them. They subsequently the
7 following week asked us to send an e-mail to all of
8 the donors who we had left a voicemail that we had
9 not yet spoken to and we were following up
10 [indiscernible], we were following up to call to talk
11 to them. He wanted an e-mail to go out with a
12 five-figure ask in the e-mail. I and the DVO team
13 did not think that was appropriate or a good idea,
14 and later in the afternoon, after the DVO team had
15 finally settled on that, James called and was
16 reprimanding me for not wanting to send that out, the
17 e-mail with the five-digit ask. He asked me why, I
18 said I didn't think it was appropriate, that's not
19 the way you cultivate a relationship.

20 During the course of that conversation, I was
21 [indiscernible] to being the reason that there's such
22 low morale in the entire company, not just the
23 [indiscernible], but the entire company. He also
24 suggested that if I don't like the way things are,
25 "There's the door, you can leave the company." We

1 were ordered to go ahead and do that, we drafted it
2 up and he wanted to review it. I sent it to him a
3 few hours later, he got back to Tom to let Tom know
4 that there was a misunderstanding and that isn't what
5 he had said at all. The treatment at that point in
6 time with that call, [indiscernible] came in from
7 next door to apologize for how we were treated when
8 James called to [indiscernible] to the event.

9 There's other specific incidents -- and some of
10 this is not that easy to share, but this is feedback
11 that I'm getting more frequently and more
12 consistently. So I just wanted to make the statement
13 this is what I'm being told, this is what I'm being
14 told by donors who have called. There was an event
15 in Greenwich, James was an hour and 15 minutes late.
16 There were individuals who were dissatisfied because
17 he did not apologize for wasting their time, as well
18 they were [indiscernible] to say that the dress of
19 his girlfriend was not appropriate, and James asked
20 Tom and I to come to office to discuss that. I said
21 that she probably was not appropriately dressed for
22 an afternoon event in Greenwich on education.

23 We also had been at other events and the
24 individuals attending the events had also commented
25 on James' girlfriend. And in Charleston,

1 particularly, we had a private dinner, there was
2 assigned seats, and his girlfriend did not want to
3 sit where she was assigned, and they asked and just
4 refused to go where she was supposed to sit. And it
5 was embarrassing because we had guests and we need to
6 have some level of listening to who's hosting.

7 Recently there's been several new processing
8 donors who have shared that they were having
9 conversations with his girlfriend where she's talking
10 about raising 5 to \$10 million and having individuals
11 at dinners and lunches who are ready to write checks
12 for 1 million to \$10 million and that there was no
13 tact or finesse coming from his girlfriend. The
14 reason I'm bringing this up is it's reflecting poorly
15 on Project Veritas's reputation. I understand that
16 you have a personal life and you do have individuals
17 that you're going to be with, but if they're brought
18 in to part of the company, then we cannot afford to
19 have this kind of information going around or look
20 going around, because if you're talking about Project
21 Veritas, the donors need to be comfortable in what
22 they're investing in. I have suggested to these
23 individuals that they need to share this back with
24 Director James, if they're not willing to write a
25 check, but it's becoming more and more common to hear

1 this kind of feedback.

2 Other donor examples, recently in Miami, James
3 was very dismissive of a donor. They wanted to talk
4 about a certain subject and James was just focused on
5 a recent FI and wanted them to watch that, and his
6 demeanor was just not -- it was just disturbing how
7 he was treating them versus really listening and
8 appreciating the fact that they just gave us a
9 \$30,000 grant. He's not always hearing what the
10 donor is saying.

11 There was a donor out in California who James
12 had said he's going to fund an entire villa and pay
13 for everything, and he started to engage with the
14 donor. In fact, that was not what was happening.
15 The donor was willing to fund a cash award for a
16 whistleblower and the money was going to come out of
17 normal -- his normal annual contribution to us.

18 So there was another incident where he asked
19 for \$100,000 at the end of a dinner in December. The
20 [indiscernible] form did not go through to the donor.
21 I was given the task to follow up. James became very
22 frustrated that they didn't have a form. When I
23 followed up with the donor, the donor had not and
24 still has not committed to giving us the \$100,000.
25 We're not sure how much they'd want to give us,

1 they're really assessing their relationship with us.

2 I believe PV deserves to be the best.

3 [Indiscernible] but to the team that is in place

4 that's really doing this tremendous work. In my

5 opinion, James is acting to the detriment of the

6 organization and our ability to grow. Barry was

7 brought in to help develop the platform and

8 [indiscernible] he began to put a structure in place

9 and really got into a routine, which James stopped

10 after the effort being called that we tried to do

11 with James.

12 So I think [indiscernible] media organization

13 that can be, we have the most talented team I've seen

14 since coming to PV and hope the board can make a

15 decision to allow the company to flourish. I don't

16 believe that James is in a management position of

17 controlling individuals that's going to allow that to

18 happen. I thank everybody for the opportunity to

19 speak, and if there's any questions or clarification

20 --

21 SPEAKER: I have one question.

22 SPEAKER: Okay.

23 SPEAKER: This is Joe [indiscernible]. Thanks

24 for all your testimony here today. Can I ask: Do

25 you think that James is good at anything? And if so,

1 what are his strengths?

2 SPEAKER: James is good at being the face of
3 PV, at talking about what it is we do and what we
4 accomplish, talking about the story. But managing
5 the people and interfacing the donors, he's not
6 developing relationships, and as I said, Joe, in the
7 last four to six months, that has been very
8 pronounced.

9 SPEAKER: Joanne, thank you for your
10 information. You and I spoke very briefly yesterday,
11 and I hope you got some assets, sorry you were late,
12 and I'm sorry about -- I was just worried about the
13 shortness of time we have, and I apologize profusely.
14 You're under enough pressure. Can you comment on how
15 this has affected you personally?

16 SPEAKER: So I typically have said that this is
17 my third career, and I absolutely love being a part
18 of Project Veritas, but especially the last six
19 months, it has been a constant stress ball. I
20 typically get into the office around 6:30 in the
21 morning, I stay until 8:00 or later, traffic quite a
22 bit, and that was all great, and meeting new people
23 and talking about what Project Veritas brings to the
24 table is great. It's becoming harder and harder to do
25 that, and I've experienced the mistreatment of

1 employees and also the mistreatment of donors. I
2 mean, it's just not right. I can't sincerely ask for
3 a large amount of money knowing that potentially
4 we're wasting the money and we're not really being
5 the best we can be in our mission.

6 SPEAKER: Joanne, you mentioned retention. You
7 cited Clarice who was there for two weeks. You've
8 been involved with PV for quite a few years. Have
9 you seen an acceleration in turnover?

10 SPEAKER: So I'm not sure I can answer that.
11 As I said in the beginning, I've never seen so much
12 turnover in any role that I've ever been in. I spent
13 years in corporate and had my own company. I've
14 never seen turnover like this. You can't disagree.
15 You are bullied, it's not something that I've ever
16 experienced before, and there's a lot of turnover.
17 If you look at who's here now, many people haven't
18 been here. I've been here two years, a little over
19 two years, and I'm probably one of the longer
20 longevity people.

21 SPEAKER: Do you have a feeling that after -- I
22 believe we already discussed -- the Tuesday meeting
23 and peoples' reaction to sort of the violence of that
24 with the berating, do you have a feeling that if
25 you're talking to an employee from the office most

1 frequently that people are [indiscernible]?

2 SPEAKER: I think if there's not a change,
3 there will be a mass exodus. Everybody is committed
4 to the mission, which is why we've approved so much
5 of this mistreatment, but there's a point where it's
6 a breaking point, and I think a lot of people believe
7 after now having spoken up, it's in James' hands.
8 We've gotta find something new, anyway.

9 SPEAKER: Understood.

10 (Simultaneous speaking)

11 SPEAKER: Go ahead, Steve.

12 SPEAKER: I'm giving you a crystal ball. If
13 you can change something today, what is it you'd
14 change and why?

15 SPEAKER: I would ask that Tom and Barry and
16 Dan be given the opportunity to structure the
17 company. It cannot be a flat company. It's not
18 going [indiscernible], and James focus on journalism
19 and what he's excellent at, writing books, and allow
20 the company to be structured [indiscernible] in place
21 that have improved, the journalism has improved. I
22 think Barry and Tom have experience in the marketing
23 and the development side and the platform side with
24 what we're trying to create and grow. Allow that to
25 happen and see where PV can go. It's not that James

1 -- James founded a tremendous organization, we have a
2 tremendous brand, and we've built on a story. One
3 person can't manage the full thing, and that's what's
4 happened.

5 SPEAKER: I know. I managed 75 people and 200
6 people, and delegation is absolutely imperative.

7 Question: You mentioned one event, I think it was on
8 Palm Beach Island, was it [indiscernible]?

9 SPEAKER: Palm Beach, yeah, that was
10 [indiscernible]. I'm sorry, Steve, you're breaking
11 up.

12 SPEAKER: I've been going in and out on this
13 Zoom thing. Thank you very much.

14 SPEAKER: Thanks, Joanne.

15 SPEAKER: Thank you all.

16 SPEAKER: Thank you, Joanne.

17 SPEAKER: Buh-bye.

18 SPEAKER: John Sullivan, are you able to let in
19 Jonathan Bailey?

20 SPEAKER: Yeah. I need to let Stephan know,
21 he's the moderator.

22 SPEAKER: I just hang up, right?

23 SPEAKER: Yeah, Joanne.

24 SPEAKER: John Sullivan can do that, too.

25 SPEAKER: It ends in 5377.

1 MR. O'KEEFE: How many more people do we intend
2 to hear from? Just a question --

3 SPEAKER: I'm not seeing a 5377 in the queue.

4 MR. O'KEEFE: Point of order: How many more
5 people do we intend to hear from?

6 SPEAKER: I mean, certainly all the people who
7 have requested to speak given the time issues, but I
8 think we should hear from a few more people in
9 different divisions of the company, not just
10 development.

11 SPEAKER: I'll waive to that point and say
12 until the board decides that discussion is over.

13 SPEAKER: I personally am inclined to continue
14 until -- as long as we can. If people have to leave,
15 we'll be recording them.

16 SPEAKER: I see a 904 number ending in 5377.
17 They're in the waiting room.

18 SPEAKER: [Indiscernible] because I do have to
19 get moving.

20 SPEAKER: Yeah. I mean, Steve, I understand,
21 it's going to be very tough to get people together
22 again.

23 SPEAKER: Hopefully we can keep going. I'm
24 taking my iPad, which is what I'm Zoomed in on in my
25 car, and I'll take it with me.

1 SPEAKER: Okay. 904 number ending in 5377.

2 They're let in.

3 SPEAKER: I think people have a right to speak
4 given that they do not feel heard. This is the first
5 time they're having an opportunity.

6 SPEAKER: It looks like 5377 is in.

7 SPEAKER: Jonathan Bailey, please just address
8 your topic to the board.

9 SPEAKER: Before he does that, I just want to
10 read quickly from the handbook. Retaliation, it's
11 strictly prohibited. The company's policy also
12 strictly prohibits any form of retaliation against an
13 employee because the employee complained about
14 harassment or discrimination. Just wanted to get
15 that out.

16 SPEAKER: Thank you, Joe.

17 SPEAKER: Hello, everyone. Is it okay if I
18 just kind of say why I'm here today?

19 SPEAKER: Absolutely.

20 SPEAKER: So I'd like to preface this by saying
21 that I personally have not endured the brunt of what
22 was discussed today. Honestly, James has only ever
23 been kind to me. My colleagues have explained to me
24 that that's because I'm new here. I've been with the
25 company about six months, and quite frankly, there's

1 nowhere else I'd rather be. I have the utmost
2 respect for James and recognize every day that he's
3 in an unenviable position what with the pressure he's
4 under and the persecution he faces with all firms.

5 That being said, these are precisely the
6 reasons behind the mistreatment of employees.
7 Specifically last week, I was in a room and witnessed
8 an incident where I honestly, afterwards, I just had
9 to go outside and take a deep breath. I contemplated
10 [indiscernible] to be compelled to disagree morally
11 or ethically when doing so may result in termination.
12 Essentially the entire development staff is agreeing
13 on something that we thought was very important and
14 everyone was basically told, "It's my way or the
15 highway. If you don't like it, you can leave," which
16 just kind of hurt morale in a big way, and I think
17 it's during [indiscernible] it's been frustrating.

18 I very recently have joined the development
19 team, and in my short tenure there, a lot of donors
20 have expressed frustration about they don't want to
21 pay for things like the Project Veritas Experience or
22 things like that, and it kind of makes me feel like
23 it's a [indiscernible] sometimes. It's not easy to
24 say no to James. So when compelled to do so for
25 whatever reason, people fear they might lose their

1 jobs, and I worry especially lately when it might be
2 me to be berated in front of my colleagues.

3 Again, I can't imagine the pressure James is
4 under, so I've always kind of assumed that that's
5 just an outlet for that. We all love and respect
6 James, but we're all here for the mission, and I
7 think this is why this is happening. I don't know
8 what the solution is, but I do know we need to
9 address it somehow to be able to maintain an
10 atmosphere where we can all focus on getting our
11 meaningful work done.

12 Eric [indiscernible], I don't know if he's
13 speaking to you guys or has or what, but I've had the
14 pleasure of working directly for Eric since I
15 started, and that guy is a powerful, tireless force
16 for PV, and for his own sanity, he might leave the
17 company, and that just breaks my heart. I just don't
18 want to watch these valuable, wonderfully dedicated
19 people just disappear, and I feel like I'm kind of
20 awaiting my turn at the same seemingly inevitable
21 result. That's really all I wanted to say.

22 SPEAKER: What is your feeling on peoples'
23 views of the tenability, continuing this way versus
24 departures versus change? What would you recommend
25 for change? If you believe that people are looking

1 to leave, since you are in the office, you speak to
2 people all the time.

3 SPEAKER: Honestly, I actually already have
4 spoken to James a little bit. I actually was
5 compelled to write my own letter to James, just a
6 short one, just to say, "I don't know exactly what's
7 been going on, but it's wall-to-wall in that building
8 right now. People are thinking about leaving because
9 they're frustrated." It's a lot of people, and a lot
10 of my colleagues that I respect and admire and learn
11 a lot from are thinking about leaving. And again, I
12 don't know what the answer is, but it's definitely
13 untenable, I'd say.

14 I don't know if it's really my place to speak
15 in favor of ex employees or employees thinking of
16 leaving, but it just feels like PV might always stay
17 in this perpetual state of [indiscernible] and never
18 have like a core force [indiscernible] the next big
19 hurdle.

20 SPEAKER: Is there anything else you'd like to
21 add about what you see and the culture of the
22 organization or management?

23 SPEAKER: I don't know. I mean, I've been
24 wrestling with this for days, and it's just -- I'm
25 stressed. I apologize, it's hard for me to think

1 clearly right now. Just we all care, we all care
2 about the mission. That's why we're here. We just
3 want to make sure that -- I don't know. To be
4 completely frank, maybe I'm not qualified to make
5 this assessment, but I just think things might be
6 better if James wasn't specifically -- James, if
7 you're not specifically involved in personnel
8 management. I don't know if that's the answer, but
9 that's one thing I can see might alleviate a lot of
10 these problems. We talked about that briefly, James
11 and I the other day. It seemed like he was receptive
12 and was contemplating.

13 SPEAKER: You made mention of the infraction as
14 you were I think the first one to approach him and
15 share your feelings about the culture and the
16 environment in the office. I salute your
17 forthrightness and transparency.

18 SPEAKER: That's the thing, I didn't want to
19 have any secrets between me and James and anybody
20 else. We're a team. I just -- it needed to be said.
21 You could feel it. If you were there, you could have
22 felt it. It sucks James was busy at that moment
23 because maybe it would have gone differently and
24 maybe if everybody was [indiscernible], I don't know.
25 In our conversation, it seemed like James was open to

1 the criticism. He didn't react emotionally. He
2 heard what I had to say and it seemed like he
3 appreciated my reaching out and assured me that I
4 wouldn't be fired for something like that, but then
5 it essentially came down to the same thing that got
6 what I believe led to the firing of Tom Barry, which
7 is just you do have to agree ultimately. Regardless
8 of your experience and your personal thoughts on the
9 matter, you do ultimately have to agree or it's your
10 job. That's how people are feeling right now, and it
11 just feels antithetical to what we stand for, and
12 it's just frightening.

13 SPEAKER: Do you believe that there's currently
14 any building consensus within the groups and then
15 within the groups, what they determine
16 [indiscernible]?

17 SPEAKER: Can you rephrase that question?

18 SPEAKER: Do you believe that there's any
19 consensus building among the business
20 [indiscernible], development, and management?

21 SPEAKER: Yeah, for sure. I mean, it seems
22 like everyone expects some type of change and almost
23 everyone at HQ. I don't think this really affects
24 the wonderful journalists we have on our team. Most
25 of their time is in the field, we don't really see

1 them too often. I can't speak for other departments.
2 But yeah, there's definitely a lot of frustration in
3 multiple departments in the building, comms, DVO,
4 finance, production. I think people, our instinct in
5 the moment is to kind of endure it, and just if
6 there's a moment where people feel like they're being
7 [indiscernible] unfairly, we all kind of just
8 discreetly apologize for them to each other and keep
9 our heads down and just keep the ship moving. But --
10 SPEAKER: Have you observed let's say stark or
11 clearer distinction -- has HQ -- when James is in the
12 office versus the field, is there a [indiscernible]?
13 SPEAKER: I hate to say this, like it actually
14 breaks my heart to say this, but we get more work
15 done when James isn't at HQ. I don't know -- sorry,
16 go ahead. I was just going to say, I don't even know
17 really what I'm advocating for here, because
18 obviously I believe PV -- James is the face of PV,
19 and people watch more of our content if his face is
20 in the content. We can measurably prove that, that's
21 important to add. I don't know. I mean, I know that
22 there's less anxiety in the office with James
23 elsewhere doing stuff that's important for him to be
24 doing
25 SPEAKER: Thank you.

1 SPEAKER: That's my [indiscernible].
2 SPEAKER: Thanks, Jonathan.
3 SPEAKER: Let's keep it moving. If there's no
4 more questions, let's [indiscernible].
5 SPEAKER: I don't know if you can hear me.
6 SPEAKER: My name is [indiscernible]. I've
7 been working for Project Veritas since January of
8 2019. I was hired as an undercover journalist
9 originally and I transitioned to the IT team around
10 the end of 2020. At that point we've had
11 [indiscernible] as the IT director. We made a move
12 to bring in an individual named Michael Schaffer who
13 was going to be the permanent IT director at the time
14 to look over [indiscernible] and myself.
15 [Indiscernible] said [indiscernible] at that point,
16 which left Mike to be by himself, and when Mike --
17 Mike had basically one day of good work at Project
18 Veritas. After that -- I was the only one helping
19 out Mike in the IT department. It was just me and
20 him . Whenever there was a problem, it was me and
21 Mike [indiscernible] James.
22 I'll never forget -- and it's my fault, I let
23 it occur multiple times. I was young at the time. I
24 mean, I still am, but I've learned a lot, and I
25 watched as one time -- James used to hate the word

1 process. He didn't like the word process for some
2 reason. Mike would tell me something IT related, I
3 didn't know at the time [indiscernible], but Mike had
4 said to James that, "There needs to be a process for
5 this," wherever he was trying to push it forward
6 without like going the right way you should be going.

7 I understand some people don't understand the
8 IT world. I get it, it's different, but the minute
9 he had said that, unfortunately, James had like the
10 ultimate [indiscernible]. And every day, Mike
11 Schaffer -- I don't know what he did -- the minute
12 James saw him, the minute it was ever
13 [indiscernible], it was just anxiety driven ridicule,
14 and in front of people, and it was horrible because I
15 wanted [indiscernible], but at the same time, I was
16 -- I'll be honest with you, James is my friend. I
17 love James. This is nothing against James. I hate
18 doing this. I actually -- it gave me anxiety to come
19 on the call. But I can't lie, Mike Schaffer fears
20 coming to work every day. That man -- he literally
21 told me one time, "I don't want to come in. James is
22 a bully and I know he's just going to absolutely rip
23 me apart in front of everybody else."

24 Nobody says anything, including myself. He
25 just took it and took it and took it, and one day he

1 finally got a new job, [indiscernible] IT director
2 now, [indiscernible], but the one thing I
3 [indiscernible] unfortunately when Mike left was that
4 James liked Josh, and I was so happy for that.
5 That's great. I literally prayed every night that
6 James would like Josh so that I wouldn't have to deal
7 with the anxiety every time I'd walk into the office
8 and worry.

9 I think James -- James [indiscernible], I will
10 tell you that straight up. He's been nothing but
11 great to me. He's a great person, he's a great
12 leader, and I still believe he's [indiscernible]
13 Project Veritas forever, but I also can't ignore that
14 -- it may not happen to me, but Mike was actually my
15 friend, too, because he helped me learn to get to
16 where I'm at right now, and it pains me every day to
17 [indiscernible] he didn't want to come at all
18 sometimes. He would be like, "Well, why
19 [indiscernible]," Mike would [indiscernible], because
20 it just sounds childish. It sounds like -- it was
21 the truth.

22 Mike just couldn't wait to leave. He was like,
23 "Listen, I with love Project Veritas. I believe in
24 everything James does. It's nothing against anything
25 he's built. I completely respect him, but I cannot

1 get ripped apart every single day I come to work and
2 fear my boss every single day." It's honestly the
3 one time I've had the one-on-one interaction where
4 I've seen James unfortunately not -- I don't know
5 what to call it, it's either he likes you or he
6 doesn't. And unfortunately, he didn't like Mike, and
7 I got to see that side of him. It went from February
8 2021 until Josh came on right before the
9 [indiscernible]. So I went through months of it,
10 [indiscernible]. At times I'd go to help James just
11 so Mike wouldn't have to go in because I knew he
12 would be a little bit easier on me and maybe I could
13 get James [indiscernible] so that Mike wouldn't have
14 to deal with that.

15 Now, I can't attest to anyone else's
16 one-on-one, I'm not going to lie to you, but I will
17 tell you this: My coworkers are my friends. I've
18 been here five years in this place. That's like 20
19 years. And I mean that in a good way, it's just the
20 type of fucking work you do. Excuse my language.
21 It's just the type of work you do. [Indiscernible],
22 and I've seen the world in a completely different way
23 than everybody, but it can't -- I've seen the role,
24 I'm not -- I've walked out people when they're fired
25 countless times way more than I've put new equipment

1 in their hands. And I don't mean that in a bad way,
2 but it's just the truth.

3 Like I said before, I love James, but -- he
4 literally is one of my closest friends, and it pains
5 me. It pains me to this day. It pains me, I hate
6 it, but I can't sit there and let what happened to
7 Mike happen to other people that I care about. I see
8 it happen. It happened to Mike for a short period of
9 time, but I've seen it trickle down. It's not me.
10 Like I said, I don't get any of it, maybe it's
11 because -- I don't know, but I've seen it. I've seen
12 it with my friend. I've seen people have
13 disagreements and people that think differently, but
14 that's what makes our organization so great, that
15 people can have the courage or at least be able to
16 feel confident that they can at least speak up and
17 have a difference of opinion.

18 Now people don't feel that way. Now people
19 feel that if they have a difference of opinion and he
20 doesn't like it, then they're going to deal with shit
21 and they're going to get ridiculed and ripped apart
22 in front of everybody else and nobody is going to say
23 anything. And I'll be honest with you, nobody says
24 anything. Nobody said anything for years because
25 nobody wants to deal with that shit. Nobody wants to

1 deal with that. It's sad that we're at this point,
2 but [indiscernible] opinion and be the way it is, to
3 continue and fight the good fight and have the goal
4 and push that we have. We can't have roll over like
5 we do. It's just the truth. It's just
6 inevitability. I'm telling you, it's what I've seen.
7 I see it. I'm the person that -- I'm the one that
8 [indiscernible] people. I see it all the time.
9 "This person, [indiscernible], why is this person
10 getting fired?"
11 It's like there's more firing than hiring, and
12 something needs to change. I don't know what it may
13 be, but I honestly -- I want to say that I do
14 believe, like I said earlier, James is still the face
15 of this company. He built it, I'm not taking
16 anything away. I can never deal with or wake up
17 every day and feel -- the closest I ever felt is when
18 I woke up today and [indiscernible] by that job and I
19 had to go and get his devices myself and I saw the
20 newscast and it finally hit me. I was like wow, this
21 is actually atrocious. Holy shit, these people are
22 horrible people. I can't imagine waking up and
23 dealing with this. So I'm not taking anything away
24 from him when it comes to that at all.
25 Like I said, he's my friend, but at the same

1 time, I can't BS around with IT. IT, my friends and
2 colleagues, one, they don't feel confident in ever
3 saying their difference of opinion at all. They
4 think they'll be ridiculed and belittled in front of
5 everybody else and that nobody else will say
6 anything, and two, they just feel like the company is
7 not focused fully on what we should be focusing on,
8 like what we should be doing, Project Veritas work,
9 which is undercover journalism. That's what we were
10 hired for, and that's just the honest truth.

11 SPEAKER: Your first name is Andrew is it?

12 SPEAKER: Angelo.

13 SPEAKER: Okay.

14 SPEAKER: Focusing on undercover journalism,
15 [indiscernible], the [indiscernible] and the asking
16 and I get it, I get it's James -- it's his
17 [indiscernible] away from all of this, which everyone
18 should have. Everyone should have something that
19 takes you away from work and your life and you can
20 enjoy something. I understand that, but when you
21 pull people -- like when we got pulled to do
22 Oklahoma -- I'm a team player, I get it, especially
23 I'm IT, I gotta be a team player, I gotta make sure
24 everything works, but I'm sitting there, I'm like,
25 "Why are we doing this? How is this helping PV?" No

1 offense. I'm not comms, I'm not production, but I
2 can go on a comment on Instagram, I can go on the
3 comments in YouTube, I can go to the comments and
4 just read what people say when we do these things.
5 They don't think it's attractive to the brand, they
6 don't think it helps what we're doing fighting the
7 fight, and they honestly get turned off by it. They
8 think it's just not Project Veritas. It's one thing
9 for James to be doing it. That's all fine, I have
10 nothing against that, but the people that were hired
11 in this company were hired to be doing undercover
12 journalism. [Indiscernible] for those types of jobs,
13 and I feel like that's not where we're going when we
14 do these -- I'm not going to say I didn't enjoy it,
15 I'm not going to lie and say I didn't enjoy it, but I
16 will say that I thought the whole time, "How does
17 this help PV?" Because he thought it was helping PV.
18 I didn't see any, "Okay, we did this, now we brought
19 in this amount of money," or anything,
20 [indiscernible]. But it's just the truth, and that's
21 what I have to say.

22 SPEAKER: I really appreciate your thoroughness
23 and candor and you addressing many things. One thing
24 I wanted to ask, because that five years, you're over
25 three times longer tenure than the average person at

1 PV, which is about 1.4 years at average turnover; is
2 that correct? That's what I've been told. You
3 commented on the turnover. Kind of two questions.
4 One is -- some outsiders -- let me ask the first
5 question that I have, the main one: In that five
6 years, you talked about the FBI rate and all these
7 extremely stressful [indiscernible] in the last year;
8 have you seen a change -- has that behavior always
9 been there or have they amplified from stresses?
10 Understandably -- most human beings couldn't handle
11 anywhere near the stresses that James and all of you
12 have been under, so I salute you and I salute James
13 for that. Have you seen a change in the quality or
14 quantity in some of the issues that you've brought
15 up?

16 SPEAKER: I honestly believe that when we
17 started, first started, I remember when I first
18 started in Project Veritas to now, so 2019 to now and
19 everything that's come from there, from the
20 [indiscernible] case, to the Minnesota
21 [indiscernible], so that's when I really started --
22 [indiscernible] it was a lot. It was a lot for me.
23 I would come home and talk to my friends overwhelmed
24 and I'd tell them [indiscernible] story about what
25 was happening and it was overwhelming for them to

1 even hear. I understand the overwhelming and
2 emotional part of it, it was for all of us, but I
3 honestly think when we hit the Minnesota story and
4 from then on, the stress level has picked up. It
5 went from -- [indiscernible] in a good way. It
6 wasn't like [indiscernible] you don't have to worry
7 about getting yelled out or something. It never used
8 to be like that. The work was fine, it was just with
9 the stress and everything, it's natural, but you have
10 to catch yourself.

11 I honestly -- I don't know if James realizes,
12 but we are his friend, whether he likes it or not,
13 because we're around him the most and we care about
14 Project Veritas, which he built. [Indiscernible] and
15 he does most [indiscernible], but a lot of the times,
16 sometimes he doesn't, and it's just the truth. And I
17 get it, he's the boss and CEO, I completely respect
18 that. But when people can't feel free and give their
19 opinion and [indiscernible] if everybody votes
20 [indiscernible], then that's the way it is, it's fair
21 and square, but at least you were able to voice your
22 opinion confidently and respectfully. But now it's
23 not like that. People don't feel confident.

24 The only time when people feel confident is
25 when everybody at the company is in one

1 [indiscernible] because you kind of have so many
2 voices that people will always speak up for each
3 other, but when you're [indiscernible] James is
4 coming around, I'd say about 25 people in the office,
5 after a while, people are just like, "I don't feel
6 like getting yelled at." And I get it and I
7 understand that, but it shouldn't be like that, and
8 that's the way it is, unfortunately.

9 Getting back to what you said, I honestly would
10 say yeah, of course, right when November 2020 kicked
11 off and we started [indiscernible] and they really
12 saw, in my opinion, saw our full [indiscernible], and
13 that's why they went full throttle to stop us, that's
14 when all the stress and anxiety kicked in, rightfully
15 so. I'm not taking that away. I'm not saying that
16 that's normal. It is. But you have to learn that
17 you have to respect your employees, too, and their
18 opinions. You can't just lash out on them because --
19 I get it, it's easy for me to say because I don't
20 have that stress. It's easy for me to say you can't
21 go off on those people because you're not dealing
22 with that, but you have to, because that's what a
23 good leader would do, they would check themselves.
24 A good role of [indiscernible], we make
25 mistakes. There will be times where you might have

1 yelled at someone and you shouldn't have, and when
2 you realize that, maybe somebody needs to tell you
3 that, because I've tried to talk to James about this
4 stuff, but I'll be honest with you, I don't want to
5 -- I've seen [indiscernible], I don't want to be on
6 that end of the stick. I really don't. I like
7 Project Veritas and I like having that conversation
8 and being able to talk to him. And I tell him stuff
9 in confidence and he's told me in confidence, too,
10 but at the same time, I've seen my colleagues, and
11 it's just wrong, and I can't just sit back and say
12 whatever happens happens. I've been here for a long
13 time, I love this place, but it's just the truth. I
14 had to say what I needed to say there.

15 SPEAKER: Thank you so much.

16 SPEAKER: [Indiscernible], everyone knows
17 [indiscernible], have you thought about
18 [indiscernible]?

19 SPEAKER: The honest truth is, I told everyone
20 the only way I'd ever leave this company is if I was
21 fired or something ridiculous happened, but we're at
22 a crossroads. I'll be honest with you, there's a
23 crossroads right now, because I can't be like --
24 because you're going to drive away people that are
25 good for this company that help the company and help

1 spread the word of undercover journalism and all the
2 [indiscernible] that we do. And when we're at this
3 crossroads where you can't keep going down the same
4 path, it's just atrocious. It's not going to build
5 the company. It's going to break it down and and
6 deteriorate it.

7 There needs to be a change. That doesn't mean
8 -- I know James, just like he probably knows a lot
9 about me, and one thing I know about James, it's not
10 going to be like take some time and come back and go
11 back to what you do. He's not going to change. He
12 needs to learn that okay, maybe -- you built the
13 company. Don't get me wrong, I understand that, but
14 it's 2023 now. Like you can be the face and you can
15 still do the undercover journalism, but in my honest
16 opinion -- and like I said, I'm just an IT guy, okay?
17 I'm giving my opinion. It may mean nothing, but you
18 can't just [indiscernible]. I respect Tom and I
19 respect Barry, and I've only known them a couple of
20 months. There's one thing I've learned about that
21 guy. That guy's got plenty of freaking money. He
22 does not need to be doing what we're doing, he does
23 not need to be helping us. I think of it like Trump.
24 Like Trump didn't need to go and run [indiscernible],
25 and this guy Barry, he can be chilling, not worrying

1 about anything, but he took the time out of his day
2 to come out and work for us and help us, especially
3 help our development team that obviously needs help
4 and your [indiscernible].

5 It's like being at a park and somebody says,
6 "Hey, let's go play basketball," and they
7 [indiscernible], "Yeah, let's go play now." It's
8 unbelievable. It kills me. Like I said, I
9 [indiscernible] Tom, Barry, just like I always do. I
10 didn't [indiscernible] because I respect and I know
11 James is the leader, but I'll be honest with you,
12 with managing people, he's not good at it, he's not
13 good at managing people. He just -- sometimes he's
14 just too cruel. And I get it, you have to be stern,
15 as a boss, and I get that, but it's to an extent,
16 too.

17 [Indiscernible] and you're wondering why people
18 don't have motivation to come to the office and
19 motivation, why do you think that is? It's because
20 they don't care about PV. We've got people
21 [indiscernible] Eric posted about PV when he didn't
22 need to be, he could be [indiscernible]. They don't
23 feel comfortable at work, they just feel like they're
24 going to get destroyed. [Indiscernible] yeah,
25 whatever [indiscernible], so I don't have to worry

1 about getting absolutely ripped apart in front of
2 everyone else.

3 I never even told James this. I said it to
4 myself. I said, "Listen, I love James, but the day
5 that that shit happens to me, I don't need anybody to
6 stand up for me. I'm loud. I will not take it," but
7 [indiscernible], I never had to take it.
8 [Indiscernible], I don't know, but James is a great
9 undercover journalist, he's a great leader when it
10 comes to Project Veritas, but he's not good at
11 managing people. He's not good at hiring and firing.
12 In my honest opinion, I don't think he is.

13 I'm almost done. It can't be -- like I said,
14 he can [indiscernible], but he can't be managing the
15 people when he comes back. He can still be the
16 leader and everything, but you can't be the one
17 hiring and firing. He fired Tom. Like, I'm sorry,
18 that's so stupid. It's so stupid. From an outside
19 perspective, it's the stupidest thing ever. I could
20 not believe. When I heard that, I could not freaking
21 believe it. I'm so emotional because I care.

22 Like I said at the beginning of this, I respect
23 James. He's my friend, I love him to death. Man, I
24 don't care if he hates me after all of this. I don't
25 care, my opinion will not change, but I have to say

1 something because I care and love my friends and
2 colleagues as well. Thank you.

3 SPEAKER: You've been extremely clear. I
4 really appreciate your extreme candor that you've
5 exercised. What would you say to somebody who's
6 outside who's not on our board that [indiscernible]
7 James, just get ready for a lot of turnover, or
8 somebody that said to me -- this is somebody else
9 that said to me that's not on our board that would
10 say, "You know, you don't understand nonprofits, they
11 have more turnover than other organizations, and
12 that's just the way they are," and some of us who
13 have been on nonprofits would disagree with that.

14 SPEAKER: I have a question for you, Angelo.
15 It's quick. Are you in charge of the social media
16 accounts or is somebody else in charge?

17 SPEAKER: No, I'm not in charge of social media
18 accounts. I don't have any passwords for social
19 media accounts.

20 SPEAKER: Who's in charge of the social media
21 accounts, do you know?

22 SPEAKER: I honestly -- I think it would be
23 Eric, but I honestly do not know. Like I said, I'm
24 not in communication. I don't have any information
25 when it comes to who's in charge of the social media

1 accounts whatsoever.

2 SPEAKER: Okay.

3 SPEAKER: You can regard my question as
4 rhetorical.

5 SPEAKER: Honestly, I don't know where else to
6 like point the direction than the person that's
7 hiring and firing. Some people of course deserve to
8 get fired. Don't get me wrong, there are people that
9 were fired that deserved it, but there are also
10 people that got fired that I personally think didn't
11 deserve it, and that's just my opinion on it.

12 But I'll tell you one thing, Barry and Tom
13 definitely did not deserve to get fired. It's
14 ridiculous. I don't care how you take it, I don't
15 care if you don't like it, because I care about James
16 enough that I will tell him the truth. I wouldn't be
17 [indiscernible].

18 SPEAKER: Angelo --

19 SPEAKER: I was going to say anyway,
20 [indiscernible] I was going to [indiscernible] no
21 offense, James, I don't agree with firing Barry and
22 Tom. You can do whatever you want, but I think it's
23 a horrible decision for this company. I think it's a
24 horrible -- it shows that we're just going to
25 continue our high turnover rate because Barry was

1 here for like three months or whatever. That's all I
2 have to say.

3 SPEAKER: Thank you.

4 SPEAKER: This is Steve. Thank you so much,
5 Angelo. You had the most compassion and
6 forthrightness. Thank you.

7 SPEAKER: Angelo, I don't know if you can hear
8 me, but thank you very much for your time and candor.
9 It's extremely useful, and I have to say, somewhat
10 amusing as well. Thank you very much.

11 SPEAKER: Thanks, Angelo. I won't screw up
12 your -- or should I say fuck up your first name
13 again, hopefully.

14 SPEAKER: Thank you, Angelo. Let's keep it
15 moving.

16 SPEAKER: It's Stephan. It's 9728.

17 SPEAKER: Hey, Tom.

18 SPEAKER: Hey. How's it going?

19 SPEAKER: Tell everyone who you are, how long
20 you've been with PV, what your role is, and what's on
21 your chest.

22 SPEAKER: Yeah, sure. I'm [indiscernible], I'm
23 one of the undercover journalists here. I've been
24 here for just north of three years. And yeah, so,
25 with everything that's come to light, I feel the need

1 to speak out about some things that have happened
2 recently that have troubled me and upset me in
3 regards to James. The first one, the main one that I
4 want to focus on, which is November 17th, I was given
5 a call by a [indiscernible] at the time, and it was
6 about noon, and he called and he said, "Hey, listen,
7 James wants somebody in New York right now. It's an
8 education subject. I can't find anybody else. And
9 part of that, too, is I want your girlfriend to come,
10 too. [Indiscernible] it's all taken care of, but we
11 need that as a cover, because the idea was they know
12 PV is here, we want you to be able to [indiscernible]
13 on the education subject. You can't be affiliated
14 with us and mingling with us while you're there
15 because of that, but also, at the same time, you
16 don't want to be the [indiscernible] at the bar."

17 Now, I think immediately -- this is a weekday
18 and my girlfriend works from home, and I think
19 immediately, there's no way this is going to work,
20 she's [indiscernible] all day. I end up talking to
21 her. I said, "Let me get right back to you." I end
22 up talking to her and she speaks to her boss and her
23 boss made an exception for her. She ended up
24 actually using her own PTO to take the day off to
25 come with me to New York. So we slammed our bags

1 together, we went to New York, and we sat down at the
2 bar and we started [indiscernible] subject, right?

3 Now, we saw a few people from PV, but they
4 understood, which I was made very clear that everyone
5 understands that we weren't to engage in everything,
6 that was the whole point. So we're sitting at the
7 bar, the Carriage Lounge in [indiscernible], and I'm
8 listening. And my girlfriend's role is really just
9 to be there as my girlfriend and just talk to a wife
10 or something like that. So I'm doing my thing and I
11 get to about where I have three contacts made of the
12 education subject, and I look over to my right, and
13 James was at the bar and he was like six feet away,
14 and he's looking right at me and James is pointing
15 towards the subject that he wants me to talk to, all
16 right?

17 I knew what the plan was, so I tried to like
18 not ignore James, but not engage, because I knew this
19 was a dicey situation. Well, this touched into RC
20 coming in and going to the other end of the bar. All
21 of a sudden, James was engaging in the subject
22 himself. So this quickly cleared out the bar, as you
23 can imagine, but before that, James had a
24 conversation with the man probably about six or
25 seven feet away from me. Him and this guy had a very

1 brief conversation. The guy, I'm not sure exactly
2 what was said, [indiscernible], and all of a sudden,
3 I figured well, he's here, he's doing this, I'm going
4 to get a B-roll shot. James is talking to somebody,
5 I gotta get a B-roll shot. So I get a perfect B-roll
6 shot and we go back to our room.

7 Well, James [indiscernible], and he was mic'd
8 up and [indiscernible]. James never acknowledged the
9 fact that his audio failed or anything. He was like,
10 "Well, let's see what we got." We checked and there
11 was virtually nothing. Very, very chopped up audio,
12 didn't catch anything. So he wanted to check my
13 B-roll. This turned into pulling up the B-roll, and
14 it slightly caught the audio, but it didn't catch it
15 enough to be able to do anything with it. Part of
16 that was the bartender coming up and saying to my
17 girlfriend, "Do you want another drink?" And she
18 said, "Yeah, sure, I'll take one."

19 Well, we're back in the room and we discover
20 that James makes it a point -- and this was an
21 important moment -- that my girlfriend spoke over,
22 and it was not only that, but I was responsible for
23 not capturing the audio. In the hotel room, both of
24 us got slightly lectured, including her, a
25 non-employee, non-contractor, anything, somebody who

1 just came to help. We get lectured about how the
2 audio -- we need to not talk whenever he's doing
3 something. We need to be more vigilant. I should
4 have done something else. It's never been my job to
5 capture someone else's audio ever. That does fall
6 under eavesdropping, actually.

7 So this happens, and I'm upset about it, but I
8 don't really say anything. What really got me to the
9 point where I wasn't going to be able to forget about
10 it was whenever I started hearing other colleagues
11 coming to me. I had two separate colleagues that
12 came to me and said that James was talking bad about
13 me and my girlfriend, specifically my girlfriend,
14 behind our back. And the exact quote that I was
15 given from a colleague was that, "It fucked the whole
16 thing up," or something. "His girlfriend fucked the
17 whole thing up talking over," something to that
18 effect. I got that from two separate colleagues that
19 told me that.

20 You could imagine how that made me feel after
21 we jumped last minute. No thank you, anything like
22 that. I just -- honestly, it really hurt because I
23 didn't expect -- I never had any sort of treatment
24 like that from James and I didn't think James would
25 do something like that or talk behind the back like

1 that, especially when we didn't even get a thank you,
2 but we did our job or I did my job and she came along
3 and didn't have to and just felt very unappreciated.

4 The follow-up to that is that the whole
5 [indiscernible] thing, I spoke up after we had the
6 call with [indiscernible]. The [indiscernible] was
7 departing and I spoke up and I know that
8 [indiscernible] cut me off and he was like, "I
9 appreciate it," and everything like that, but at the
10 end of the day, nobody else really said anything.
11 James [indiscernible], Dan did and everything, but in
12 the end, acknowledged like part of what I said.

13 James didn't say anything as far as like indirectly
14 to what I said, but he did call me later that night.
15 I'm on my way to get my daughter and James
16 calls me and he immediately tells me he wants to talk
17 about what I said on the call. I just start talking
18 to him the way that I talk and I could tell he was
19 agitated, but he snapped after the first maybe
20 sentence that I said. And I'm paraphrasing, but it
21 was something very close to the effect of, "First of
22 all, you don't gotta talk to me like you're at a
23 fucking job interview." It was aggressive, and I was
24 taken aback by it because I had never heard him talk
25 like that. That was the first time I had heard him

1 speak to me like that. And I told him -- I said,
2 "James, I'm just trying to talk to you about the
3 situation."

4 This conversation went on as I'm driving to get
5 my daughter for a while where James basically
6 continued conflating my questioning of his decision
7 to [indiscernible] and all the decisions that were
8 made with not being mission driven or not being fully
9 onboard, and that's the thing that I think is a
10 perpetual problem. I think James is very
11 [indiscernible] at conflating, having questions about
12 his leadership with not being aligned with PV's core
13 values and mission. And I just couldn't -- I
14 couldn't disagree more. I ended up getting to pick
15 up my daughter and she -- I told him, I said, "James,
16 I gotta go. I'm getting my daughter right now," and
17 he just said, "Have fun with your daughter," and hung
18 up the phone.

19 I gotta be honest -- I want to share this,
20 too -- since then, I haven't felt -- there's other
21 things that I've heard from colleagues and
22 experiences they've had. It's made me feel very
23 uneasy about the company that once was my dream job.
24 It doesn't feel like that anymore. I mean, I'm
25 getting a little emotional talking about it, to be

1 honest. I come from a small town and this is the
2 biggest break I've ever been given in my life, but I
3 can only withstand a certain kind of treatment and I
4 demand a certain level of respect. I just -- this
5 literally has gone from my dream job into something
6 where I can't even believe I'm on this call. It just
7 feels very hostile. It feels like James has 100
8 percent absolute control over everything. In the
9 last six months, I've had two separate instances
10 where -- this is another issue itself -- that I've
11 had two instances where I've been given a release
12 date for my content by Pam for content that I've
13 worked on, one being I believe five months of
14 investigating, I was given a release date, and I had
15 cut-downs and drafts and subtitles and everything,
16 and then James shuts it down at the last minute. So
17 really, the editorial process is James says yes or
18 no. That's just something that -- I really don't
19 know what James doesn't have full control over. I'm
20 sorry, did someone say something?

21 SPEAKER: No.

22 SPEAKER: Okay, my bad. It's just -- I'll wrap
23 it up with this. I felt like especially the
24 [indiscernible] situation, which hurt me the most,
25 I've been thinking about this for a while. To me,

1 our ethics and core values, I mean, I love this
2 organization, I love what I do, I love everything
3 about it. Do I feel good about looking for other
4 jobs because I feel insecure about my job right now?
5 No, I don't feel good about that. But I have a
6 six-year-old daughter that I have to provide for. So
7 stuff like this going on, I don't know if James is
8 going to retaliate from what I said, I don't know
9 what's going to happen with the company, but I fear
10 it, and that's what I started doing, because I have
11 no other option. And at the end of the day, my
12 number one priority is to be able to provide for my
13 daughter, whom not to mention I've spent countless,
14 countless, countless weekends getting coverage for.
15 I'm a partial [indiscernible], I only get her on
16 weekends. I sacrificed times and arranged daycare
17 and things like that so I can do this job, so I can
18 pursue investigation, and I've just given a lot for
19 this company.

20 So this is all very disheartening. From the
21 [indiscernible] point, as I wrap this up, I just
22 wanted to say that I felt like that was a classic
23 example of breaking our ethical value number 10,
24 which is being accountable. I feel like James will
25 not hold himself accountable whatsoever for his

1 personal audio failing. I feel like he played the
2 blame game, which isn't something that I haven't seen
3 before out of James, and he --

4 SPEAKER: I have one question for you, it's
5 really on a personal level. Are you a dance dad? Do
6 you take your daughter to dance?

7 SPEAKER: Yeah.

8 SPEAKER: Good. That's my wife. Thank you.

9 SPEAKER: I've got a question for you. Go
10 ahead.

11 SPEAKER: I was going to say, it's a lot, but
12 it's still rewarding.

13 SPEAKER: I know.

14 SPEAKER: As an undercover journalist, are
15 there any rules about having backup audio?

16 SPEAKER: Yes. So the rule is you should
17 always have two forms of audio on you at all times.

18 SPEAKER: Did James have two forms of audio?

19 SPEAKER: No, and I wanted to say something,
20 but he was already in the process of telling me it
21 was my fault.

22 SPEAKER: I have nothing further.

23 SPEAKER: Thanks, [indiscernible]. It's great
24 to [indiscernible] briefly the next day at lunch I
25 think, it was so [indiscernible], and we appreciate

1 your information and the sacrifices that you make for
2 the job.

3 SPEAKER: Thank you, guys. I really appreciate
4 it. I appreciate every one of you. And again, even
5 taking this call is disheartening, and I love this
6 organization too much to not do it. And the truth is
7 paramount and that's what we're here for, and
8 sometimes it's tough, but I would take this call a
9 million times again because it's the right thing.

10 SPEAKER: Thank you.

11 SPEAKER: Thank you, guys.

12 SPEAKER: Stephan, can you hear me?

13 SPEAKER: Yes, I can hear you.

14 SPEAKER: [Indiscernible].

15 SPEAKER: 5354 is in. Is that Bethany?

16 SPEAKER: [Indiscernible] I'll mute.

17 SPEAKER: Bethany, are you on?

18 SPEAKER: Yes, I'm on.

19 SPEAKER: Please tell the board members and
20 observers your name, what your role is, how long
21 you've been with the organization, and then proceed
22 to share with us whatever you want to share.

23 SPEAKER: My name is Bethany. I am a
24 [indiscernible], and I've been with the organization
25 since January of 2020, so just a little over two

1 years. Whenever I was asked to speak before the
2 board today, I immediately was overwhelmed with fear
3 and anxiety. That's exactly why I did want to speak
4 to you all today. The [indiscernible] Project
5 Veritas is what I fully believe in [indiscernible] if
6 it will help change the future culture of our
7 organization because I care about it so much.

8 I want to start by saying that I really do
9 respect everything that James has done, no one else
10 is doing for Project Veritas, and [indiscernible]
11 James being the visionary [indiscernible]. It's the
12 mission of PV. That's the reason why I've stayed
13 with the organization as long as I have. In January
14 of 2020, I just came to learn that [indiscernible]
15 was created [indiscernible], Project Veritas. I came
16 here [indiscernible] emotionally, [indiscernible], my
17 personal life [indiscernible] mistreatment of me or
18 my colleagues. While I was here, I've witnessed a
19 lot of turnover. Our average is one and a half
20 years. That's the same as the fast food industry.
21 That's really unfortunate, because I've never been
22 with a group of people who are more dedicated,
23 mission driven, and overall just really incredible
24 human beings. Not only have I seen it internally,
25 [indiscernible]. This is happening at a rapid pace.

1 This is difficult for me [indiscernible], which
2 [indiscernible].

3 So really I want to kind of go to a few
4 examples. In 2020, there was a concern of a mole in
5 the office leaking information to the public. So
6 [indiscernible] travel to headquarters, so I had to
7 fly to [indiscernible]. We were interrogated by two
8 private investigators who were hired to find the
9 mole. So during the interrogation, I was told by the
10 two PIs who questioned me [indiscernible] as well as
11 the fact several of my colleagues had expressed
12 confidence that I was not the mole, then at some
13 point James [indiscernible] questioned me a second
14 time [indiscernible] at the time. Mainly he
15 questioned my role at the organization. Then after
16 the interrogation took place, staff were never
17 provided with a conclusion about who the true mole
18 was, that was even after staff asked a few different
19 times [indiscernible]. After that whole experience,
20 morale was so low, colleagues were questioning
21 [indiscernible] if there was enough collaboration.
22 It was overall a toxic work environment.

23 In 2020, also I suffered the emotional
24 experience of miscarriage. I took about half a week
25 off of work to physically and mentally heal from

1 that, but James was pretty adamant that he wanted me
2 to return back to work and [indiscernible] at the
3 time that he didn't give a fuck about my situation.
4 [Indiscernible] in 2021, I learned that I was
5 expecting a very healthy baby boy. I was incredibly
6 afraid to tell James. I ended up telling Jen, who's
7 head of HR, [indiscernible], to tell her. I
8 immediately followed up with the anxiety about how I
9 was afraid to tell James I was expecting a baby,
10 how's he going to take this, is this going to impact
11 my relationship and my employment. [Indiscernible] I
12 shared the news with him and he definitely didn't
13 take it well, but it was just another example of a
14 [indiscernible] work environment and the culture.
15 In December of 2021, when I was eight and a
16 half months pregnant, I was actually brought in to be
17 questioned by the FBI because I was pregnant at the
18 January 5th rally, I was there with Project Veritas
19 [indiscernible]. I never [indiscernible] from the
20 FBI why they were interrogating me, but my belief is
21 that they were trying to -- the FBI was trying to get
22 me to provide donor names, which I never did.
23 [Indiscernible] FBI [indiscernible] speaking with my
24 attorney, I never heard one word from James showing
25 encouragement or support. The next [indiscernible]

1 he said that he completely forgot that had happened
2 and went back to the topic [indiscernible] at the
3 time. It's ironic given the fact that's he never
4 forgave a former colleague that worked in development
5 and that he used to consider a friend, he never
6 forgave him [indiscernible] by the FBI.

7 A more recent example, I had a [indiscernible]
8 cultivation call with a brand new supporter, they
9 gave us a six-figure donation for the first time
10 [indiscernible]. [Indiscernible] that James had
11 stated that we wanted this person to give seven
12 figures this year. [Indiscernible] on the phone call
13 it was more of a happy new year, thank you for your
14 support last year, what can we do better, I'd love
15 your feedback. The call went so well that the donor
16 sent in a six-figure donation. I [indiscernible] to
17 the donor, and immediately after we hung up, I called
18 Tom and Barry to ask [indiscernible] because I knew
19 that James was going to be upset with me about it.
20 Barry and Tom were very [indiscernible] apologetic
21 that [indiscernible] reaction for the six-figure
22 donation, and that's just kind of the reality of
23 working here.

24 So I think [indiscernible] Barry and Tom
25 suggested and they found out that [indiscernible] and

1 that my colleague traveling with him that my donation
2 was not to be celebrated because it wasn't seven
3 figures and he didn't want to hear an excuse about
4 [indiscernible] and that he even called Dan to
5 discuss his feelings of displeasure and that he
6 wanted to have a discussion with me in the future.

7 So the next time that I saw James was the day
8 after we had a donor event, we went out to dinner.
9 At the end of the dinner, [indiscernible] made a
10 comment in front of the people at the table that he
11 was not happy with the fact that the donor wasn't
12 sending seven figures now. I tried to reassure him
13 that I believe it would increase this year, it's only
14 January, there's 11 months left in the year, and it
15 wasn't my goal to intentionally not have them give
16 seven figures in January. The way that he was
17 speaking with me, I got some concerns with people
18 that were sitting there, because afterwards I had
19 some colleagues come up to me and say that
20 [indiscernible] situation, "I apologize that James
21 was speaking to you that way."

22 Recently, we had a [indiscernible] of PV for an
23 event in [indiscernible] with 100, 120 attendees. I
24 had to make follow-up contact that next week with
25 about half of the list while the remainder of them

1 were either on James' or Barry's call list. Even
2 though I established a relationship with these
3 prospective donors, James demanded we send a mass
4 e-mail asking each attendee for a minimum of \$25,000.
5 [Indiscernible] CFO as well as the executive director
6 all agree this was not the right position. James
7 became verbally abusive to my team saying,
8 "[indiscernible]," and if you have a problem with
9 what he says, you have to go find somewhere else to
10 work.

11 He made a statement that Joanne was the reason
12 morale was so low and she was personally responsible
13 for morale being low [indiscernible]. So it went on
14 for several hours. James made it seem
15 [indiscernible] even though we were all on the same
16 page and he wasn't, but James never apologized for
17 that. And also, I mean [indiscernible] with Barry,
18 James needed [indiscernible] a few days later, Barry
19 was wrongfully terminated [indiscernible] James. In
20 terms of how James treats my team, he is very
21 regularly wishy-washy, [indiscernible], never meets
22 expectations. So [indiscernible] asking for a list
23 of donors to contact [indiscernible] to not actually
24 want to do those calls [indiscernible]. Then asking
25 us for [indiscernible] to contact even though we

1 haven't [indiscernible], saying that we do not need
2 to tell him how to handle donor [indiscernible] when
3 it comes to his case load on strategy, but that also
4 [indiscernible] because [indiscernible] because his
5 time is so valuable and regularly [indiscernible].
6 [Indiscernible] expectations are in terms of
7 the money raised, we lost three different people on
8 the development team, [indiscernible] nothing has
9 [indiscernible] from a logical perspective, he
10 increased it from 30 million to 35 million for this
11 year, which is 13 million [indiscernible] what we
12 raised in 2022. Then Barry and Todd [indiscernible]
13 unrealistic goals, he just [indiscernible] he said 35
14 million was going to be the goal because that's what
15 he said. The internal [indiscernible] and especially
16 [indiscernible] as a nonprofit [indiscernible] when
17 we're trying to obtain [indiscernible] information or
18 effective donation. Being late to VIP functions or
19 events where people have paid to be and have time
20 with James and they have [indiscernible] even though
21 they paid for that; not showing up to donor meetings
22 of wealthy prospects that he asked [indiscernible]
23 because he was at the gym. Not actively listening or
24 engaging with supporters when they speak to him,
25 which is especially embarrassing for me when I'm

1 there, but especially [indiscernible] because they've
2 donated a certain amount or [indiscernible] already.
3 Looking at his phone during donor events or during
4 donor meetings, [indiscernible] when they're speaking
5 making them feel unimportant. Being rude by making
6 abrupt and very aggressive asks when people barely
7 know us and are trying to get to know us.
8 [Indiscernible] donors, sometimes aggressively when
9 donors have objections or questions about James'
10 strategy, even though that's a normal part of the
11 cultivation process. We want the donors to become
12 more involved [indiscernible] questions or objections
13 or try to figure out why we make the decisions that
14 we do.

15 We have lost one of our supporters because of
16 his behavior and they've kind of fallen off the grid.
17 But because of all these actions, I think donors are
18 realizing that they're being [indiscernible] and that
19 they're transactional and [indiscernible] helping PV
20 go to the next level. Increasingly [indiscernible]
21 that they've given \$5,000 or \$10,000 donation that
22 they've majorly invested [indiscernible] and really
23 [indiscernible] money towards James' [indiscernible]
24 and, "You should be investing in the investigative
25 journalism." [Indiscernible] Project Veritas

1 Experience, we've lost quite a few supporters, but
2 whenever these concerns were brought up to James, he
3 said he was going to do what he wants to do because
4 it's [indiscernible].

5 Donors have increasingly expressed concerns
6 over James' judgment and decisionmaking, in
7 particular [indiscernible], but also when it comes to
8 his behavior, especially as of late, making remarks
9 to me about [indiscernible] his arrogance and
10 immaturity. An example would be from recent FI
11 videos on [indiscernible] how he's looking
12 [indiscernible] employees literally kicked around
13 [indiscernible]. I think that James is
14 [indiscernible] and if it has [indiscernible] million
15 dollar goal, but because he [indiscernible] we don't
16 really [indiscernible] about why they aren't donating
17 and they're not currently supporting us. He's also
18 made the wrong impression for [indiscernible]
19 supporters that we're in a [indiscernible] desperate
20 situation claiming that he's the only one raising
21 money. He loves to say that, that he's the only one
22 raising money, and that he needs [indiscernible] and
23 that he should be focusing on journalism, but he has
24 to travel around and do events to keep the
25 organization afloat and this isn't only

1 [indiscernible] people more successful and wealthy
2 because they want [indiscernible] successful in the
3 long-term [indiscernible] strategy.

4 Since the events over the last two days have
5 occurred, James has put me in a very compromising
6 situation because he's been calling donors and
7 telling them that we're trying to take the company
8 away from him. A very long-time supporter stated he
9 disagreed with James' narrative. He [indiscernible]
10 very firmly that James was not very good at
11 everything and [indiscernible] and that management
12 over staff is something he lacks and he believes that
13 the direct oversight of the staff should be taken
14 away from him absolutely.

15 One of the reasons that I've shared these
16 experiences [indiscernible] necessary for the sake of
17 PV's future to remove toxicity and fear between
18 employees and James, that are [indiscernible]
19 comprised of individuals who want to do what's best
20 for PV, not to [indiscernible] that James is
21 demanding. I think that a very important decision in
22 that would be rehiring Barry. [Indiscernible]
23 workplace where my current and future colleagues are
24 excited to show up every day [indiscernible], have
25 disagreements and respectfully question and

1 [indiscernible] without fear of retaliation or being
2 terminated. [Indiscernible] Project Veritas as a
3 beacon of hope and we provide a task to effectively
4 fight back against corrupt [indiscernible] liberals,
5 which is why I love working here for that reason.
6 It's an incredible mission I'm very proud to be a
7 part of, and one I'm [indiscernible]. I hope PV
8 grows to become [indiscernible] investigative
9 journalism organization in the world. Thank you.

10 SPEAKER: That was a very, extremely thoughtful
11 and articulate presentation. I really appreciate
12 your sharing that.

13 SPEAKER: I agree. Sorry for any of the
14 personal family things that the [indiscernible] has
15 caused.

16 SPEAKER: Thank you.

17 SPEAKER: I have one question, Bethany. This
18 is Joe. Has there ever been a time where there was
19 an issue that you felt uncomfortable talking to James
20 and you took it to someone else instead?

21 SPEAKER: In terms of with a donor?

22 SPEAKER: A donor or another employee or any --

23 SPEAKER: I never felt comfortable talking to
24 James about any issue, but I also believe in chain of
25 command. So if there were ever any things to come

1 up, I would naturally go to my superior and try to
2 resolve it that way.

3 SPEAKER: Would that have been Randy?

4 SPEAKER: It would have been Randy, yeah.

5 SPEAKER: So Randy is not with the company any
6 more, is he?

7 SPEAKER: No, he's not.

8 SPEAKER: Did he leave on his own?

9 SPEAKER: I cannot officially confirm that.

10 SPEAKER: Him and Jared were -- do you want to
11 answer this, James, or do you want me to?

12 MR. O'KEEFE: How would you address --

13 SPEAKER: I would say with Randy, we mutually
14 agreed that the relationship was not working out.

15 SPEAKER: Okay. That's all I got.

16 SPEAKER: Thanks, Bethany. Stephan, Bethany is
17 off the call.

18 SPEAKER: Sorry. I can hear you guys. Can you
19 hear me?

20 SPEAKER: I can hear you.

21 SPEAKER: Please state your name, role, how
22 long you've been with the organization, and share
23 with us what's on your mind.

24 SPEAKER: My name is [indiscernible], I'm a
25 journalist here and I've been a journalist here for

1 three and a half years. I just want to say that
2 there are so many things that I love and admire about
3 James. I've seen the very quiet, humble, vulnerable
4 side to him, and I so appreciate his bravery. I have
5 personally not been on the receiving end of verbal
6 abuse from James. Today I'm just going to bring up
7 specific instances where people have reported to me
8 [indiscernible] behavior.

9 So here are a few short instances. I received
10 complaints from my FBI Force Diamondback about James.
11 Diamondback was upset about witnessing James'
12 treatment of staff during his interview in DC. He
13 said that James was snapping at employees and
14 ordering them around in a curt manner. Diamondback
15 calls me after and told me that James needs a "people
16 management class" and that he was a "diva." I
17 reported this to Jen just to let her know, and I'm
18 not sure what was done after that.

19 More recently, Diamondback was introduced to a
20 high dollar PV donor named Anonymous. During dinner,
21 James offered -- reportedly offered Diamondback a job
22 with PV, and Anonymous Donor was very supportive of
23 that idea. Diamondback did not end up getting hired
24 due to cultural differences, I believe, as well as a
25 couple other reasons. But Diamondback has

1 [indiscernible] he thought James had a micromanaging
2 nature about him and that he wished James would allow
3 Dan to do his job as an executive director more
4 autonomously, and James told Diamondback that if he
5 wasn't a good cultural fit for PV, then it might just
6 not work out, and Diamondback told Anonymous Donor
7 about this and the donor told Diamondback that he was
8 turned off by James' overpromising and "social
9 demeanor" during the dinner and that he intends to
10 pull out of supporting PV financially.

11 The other instance is that a while ago, a
12 colleague and I introduced a high net worth husband
13 and wife to Project Veritas, we had been friends for
14 a while, and they're currently a Project Veritas high
15 dollar donor. A year ago, the husband told me that
16 he was initially very turned off by a meeting that he
17 had had with James. He claimed that James asked him
18 in a rather demanding way that he would like him to
19 write a \$75,000 check to PV on the spot, which made
20 him very uncomfortable, but he did end up writing a
21 check that day and continued their relationship with
22 PV. Pretty soon after they attended a donor event
23 for PV where James was present, the wife told me that
24 she asked James for a photo and he had turned her
25 down and that she was very embarrassed and felt like

1 crying. They had continued to support PV after this.
2 I did happen to get a call from her today just as of
3 the most recent update and she only had great things
4 to say about PV and James. So since this incident,
5 it seems like they've gotten to know the positive
6 James that I personally know and love.

7 These incidents, particularly in my opinion, I
8 think they're byproducts of being in a very high
9 pressure environment all the time. My intention is
10 just to present what has been reported to me
11 [indiscernible] with respect to James and everyone
12 here. I love working here and I only want the best
13 for the mission and every person involved.

14 SPEAKER: Thank you. Does anyone have any
15 questions?

16 SPEAKER: Thanks, Arden.

17 SPEAKER: Thank you.

18 SPEAKER: Stephan, please let in 0434, Mike
19 [indiscernible].

20 SPEAKER: Mike [indiscernible], please tell the
21 board and observers you're name, what you do at
22 Project Veritas, and how many years you've been at
23 the organization.

24 SPEAKER: Hi, everyone. My name is Michael
25 [indiscernible]. I'm one of the associate producers

1 here. I basically cut all the videos and write the
2 scripts for the stories that we put out. I've been
3 here for three years, ongoing my fourth year now.
4 Just to like start things off, I want to say
5 this has been really tough the past week, because in
6 the end, I love James like family, I really do, and
7 him and I have had our ups and downs over the past
8 two years I've been here. Unfortunately right now,
9 given the circumstances, him and I are getting along
10 probably the best we ever had, but this isn't about
11 me and James' relationship anymore, this is about the
12 Project Veritas organization and making sure it will
13 last beyond me and all of us who currently work
14 there. Basically the way I see it, management works
15 here for the past two years is we've compromised
16 [indiscernible] by elevating people who are
17 agreeable, that are agreeable to James'
18 [indiscernible], but they're also mediocre, they
19 don't exhibit the same passion or drive as the ones
20 who have been here and have been working tirelessly
21 around the clock forever, for years now, to like grow
22 and expand and reach new horizons.
23 I always say I want to [indiscernible] Rubicon,
24 and I think we've done it. I think we're right
25 there. We're having the best -- we just had the best

1 release we ever had in Project Veritas history by 3X,
2 and we're getting coverage that we've never seen.
3 [Indiscernible], like covering the story, that's a
4 whole new potential audience, and right now we're
5 dealing with stuff like this because of like a very
6 ludicrous, irrational decision to try to get rid of
7 Tom and Barry for voicing grievances. It's caused a
8 huge rift in everything that's been going on because
9 these are valued, very important people to the
10 organization.

11 Barry was talking to Angelo and me about his
12 mission for the future and like, why not expand.
13 He's a rich guy, he's doing this because he believes
14 in it. I've said a million times, I just want to
15 leave, but in the end, I don't, because I love this
16 place. I love the mission, I love the team, we're
17 all family, and I firmly believe that, and it makes
18 it impossible for me to want to go anywhere because I
19 know nowhere else in the world that I'm going to have
20 the experience that I'm having here, and it's been a
21 really positive one in the sense that it's very
22 adventurous, very fulfilling work that I'm doing. At
23 times, things are good and everything is like fun and
24 exciting and we're doing all this crazy stuff
25 together and there's nothing like it. It's a bunch

1 of good friends [indiscernible] there's nothing in
2 the world I'll ever get like that.

3 The problem is, because historically, we've had
4 bad hires, [indiscernible] causing disaster and
5 Vanessa who didn't really care about what I did or my
6 involvement, didn't really want to know. She just
7 knew that I was one of the [indiscernible] because
8 she saw me in the [indiscernible], and she just
9 wanted me out. That's after I [indiscernible]
10 Vanessa didn't [indiscernible]. James apologized at
11 least, which that made me feel better about it. I
12 still feel kind of like rubbed the wrong way that
13 after I was writing the stories and producing them
14 for over a year, I wasn't the first person they bring
15 to the room and [indiscernible] getting rid of my
16 boss in a crazy way, and that led to other people
17 leaving like Spencer and Eric -- Eric [indiscernible]
18 left before because of a different pretty egregious
19 reason because somehow it was agreed upon that Eric
20 [indiscernible] was going to be strapped up to a lie
21 detector test and like asked about [indiscernible].
22 Eric [indiscernible], there's no way he'd do that.
23 He was like loyal to the organization, but once he
24 was challenged that hard, he couldn't take it, so he
25 left.

1 Then [indiscernible] fired [indiscernible], a
2 very public fight that shouldn't have happened in the
3 first place. That all happened because of an
4 alcoholic thing, which is his own can of worms. It's
5 chaos, because it's one thing -- again, I understand
6 that James [indiscernible] -- I understand that that
7 happened, but the fact of the matter is that it robs
8 PV of crucial resources. Most of my department in
9 production was gone. So I was kind of left
10 scrambling working on like four or five different
11 stories like [indiscernible], [indiscernible], and
12 [indiscernible], and now -- then like I'm stuck there
13 and everything is kind of all over the place.

14 These stories were complicated, [indiscernible]
15 as they were, and Nancy gets sick and she couldn't go
16 to Oklahoma. I know that hurt James, I know it hurt
17 him, and I understand why, but at the same time, she
18 was sick, she couldn't physically come. I understand
19 also [indiscernible] it was really bad. We went out
20 -- first [indiscernible] wasn't allowed to go with us
21 and Mount Rushmore [indiscernible]. That whole crazy
22 thing [indiscernible] was insane to me. I couldn't
23 believe that they allowed this crazy person to stay
24 around us.

25 Then on top of that, Nancy and I got sick

1 coincidentally from Tampa to South Dakota, and then
2 like she was going to go on her birthday out to this
3 wine drinking party, and she had no choice, she had
4 to go to this donor [indiscernible] or James would
5 have gotten very upset with her. [Indiscernible] was
6 there and she was sick and very drunk and it was her
7 birthday and a crazy person was there. It just all
8 feels -- I'm not saying it was a deliberate setup or
9 nothing like that, I'm saying all the elements of the
10 night could have been avoided if she wasn't concerned
11 [indiscernible] by James. If she just left, then we
12 still would have had her on as an incredible
13 executive producer, because she was so important to
14 this [indiscernible] and a tremendous
15 [indiscernible].

16 Even when I first started, like [indiscernible]
17 millions of followers across every account that we
18 had on social media was after all 2020 when Eric was
19 able to kind of like [indiscernible] and Nancy and I
20 buckled down and got production [indiscernible] that
21 like would be able to keep up with it consistently.
22 So I take like our success very personal. I like to
23 think I helped a lot with that. So to get rid of
24 someone that was so crucial in that piece. It was
25 just stuff that just kept happening with her. Also

1 [indiscernible] was let go, and I just don't
2 understand how when Nancy was thrown away, everyone
3 -- we were so quick to think she was suing us when --
4 then when I asked her because she hired the lawyer
5 for her separation agreement, not to sue us, when I
6 asked her, I was told I violated my NDA. That really
7 hurt me, because when I was talking to her about
8 things internally, I didn't know because I didn't
9 want to violate my NDA. Then I found out later that
10 in a room full of people -- because James told me, I
11 was working from home the next day because I was very
12 upset -- and James calls me and asks me on the phone
13 point blank if I want to resign, and although I felt
14 like I was the closest I ever was to doing it, I
15 don't want to give up on this place, I don't want to
16 let go.

17 So I just said, "James [indiscernible], I'm
18 still [indiscernible]." It was just like really --
19 [indiscernible]. She was more than just like a
20 coworker. She taught me like a lot and she was
21 really like a mentor in the general sense of my
22 career and life, not just Project Veritas. I wish I
23 could answer about how I could do things here, but I
24 don't want to tell her any [indiscernible]. And
25 also, Vanessa, [indiscernible] off of that, and the

1 way Nancy was treated, that really, that just showed
2 me how even like working your ass off here and trying
3 to make it the best company you can, if you go
4 against what James wants or what senior leadership
5 wanted or whatever, back then, then not only were you
6 terminated, but your reputation to all of your
7 colleagues or your former colleagues would get
8 dragged through the mud and then they'll never get
9 corrected. [Indiscernible] corrected, I realized
10 that, but it took so long to correct something that I
11 knew wasn't true immediately.

12 And I don't know -- I told people myself
13 because I knew the truth and I believe in the truth,
14 and at this point, to think [indiscernible] I
15 misplaced the [indiscernible]. What people know
16 about us is going out, doing undercover investigative
17 journalism, and it's just really cool, the thing that
18 makes us sexy. Everyone loves Veritas and it's super
19 cool and interesting and no one does stuff like that.
20 While I respect that James, he wants [indiscernible].
21 I do [indiscernible], I'm into that stuff, but I
22 don't think that it's on brand with what we do.
23 [Indiscernible] I rationalize how it's connected. In
24 the end, it's like not getting us anywhere in an
25 investigative path forward.

1 I work here because I believe in exposing
2 corruption and speaking truth to power and it's not
3 like work on stage and things like that. I know
4 people who support us aren't into that stuff either,
5 and in the end, they want to support our mission to
6 expose corruption. And that's my main task here,
7 it's the thing I care about the most. This story,
8 it's just what happened. It invigorated my spirit.
9 It's giving me hope for this place.

10 And lastly, like Dave told me at the Christmas
11 party [indiscernible], told me personally, and also
12 at [indiscernible]'s wedding, that the past two years
13 have been crazy. And I haven't really gotten too
14 specific with everything, I'm trying to give you a
15 more general version of things, but I'm hoping that
16 this year won't be so crazy and maybe we'll have it
17 under control and we'll go back to that growing
18 feeling that we had years prior before
19 [indiscernible] and everything. But the things with
20 Barry and Tom and the other things like I heard that
21 were like these big major changes, I am just like,
22 this is going to be another crazy year, and I don't
23 know how much more of that I can take.

24 I don't want to leave. I want to make sure
25 this company is perfect and in an upward trajectory

1 and I want it to become -- it has the potential to
2 become the most successful news organization of all
3 time, and I want it to do that, and I'll do whatever
4 I have to do to do that, but things have to change in
5 order for us to achieve that.

6 SPEAKER: Question, [indiscernible] personnel
7 which is [indiscernible], but you obviously have some
8 close relationships with people; did you ever go into
9 James' office and tell him that you didn't think it
10 was the right move even he [indiscernible] to make
11 those moves, get some closure on it, or you
12 [indiscernible]?

13 SPEAKER: Well, James and I -- obviously the
14 biggest [indiscernible] has been Nancy. And James --
15 I felt nervous personally -- but James called me in
16 [indiscernible] Vanessa. I wasn't called in to the
17 room with James following Nancy being asked to take
18 vacation, but I really -- I went in with her and I
19 didn't go back to the office, and James called me
20 back to apologize for that, which I really
21 appreciated, but I just felt like the stories,
22 [indiscernible] and I spoke on a balcony in Miami for
23 about two hours, about two weeks after everything
24 went down, and we were talking, but I still kind of
25 felt like I had to like hold back my -- I was still

1 able to be pretty honest, but like after that, it was
2 like he understood how significant that was, not just
3 for the company, but for me personally. So I imagine
4 he just wanted to make sure I was all right, and I
5 appreciated that, and he wanted to make sure I wasn't
6 going anywhere. I really appreciate that.

7 Like I said, I love James like family, I really
8 do, but sometimes family gets screwed up. Him and I
9 have had our ups and downs, but right now, I'm not
10 doing it from an ill place or nothing.

11 SPEAKER: Understood. Anybody have any
12 questions for Michael?

13 SPEAKER: Thanks, Mike.

14 SPEAKER: Thank you.

15 SPEAKER: Stephan, if you would let in
16 [indiscernible].

17 SPEAKER: Okay.

18 SPEAKER: This is Steve, [indiscernible].

19 SPEAKER: If you would just tell the board and
20 observers your name, what you do in the organization,
21 and your reception of where things are.

22 SPEAKER: Sure. I'm Jen. I changed from HR
23 director recently to administrative director. Where
24 I see things right now, I'm concerned. We lost an
25 executive in the company last month and

1 [indiscernible] Tom and possibly [indiscernible] and
2 Barry were being terminated. I'm not really sure,
3 but I'm concerned about that. I've been here for
4 eight and a half years and I've always believed in
5 the organization and what we do. The organization
6 [indiscernible]. I understand that James, from what
7 I understand, I don't know everything,
8 [indiscernible], that there's a possibility that
9 you're asking that he step down in his role of CEO
10 from the organization and [indiscernible] --

11 SPEAKER: We haven't determined anything.
12 We're just trying to understand the culture.

13 SPEAKER: That's question has not been brought.

14 SPEAKER: Okay. So culture, I think we have a
15 very bad [indiscernible] culture, news organization,
16 generally our job. We [indiscernible] people who
17 work here more recently in the past two years than
18 prior, [indiscernible] be ready for a high work
19 ethic. It's a very demanding job, reasonably so,
20 we're doing work making a big impact on the world at
21 this point with the last release that we just did.
22 So I think it's a tough place to work. It's not
23 amusing, you have to have thick skin. Some people
24 are resilient and some people don't make it.
25 [Indiscernible], that's for sure, especially part of

1 the vetting process and hiring process. We have a
2 lot of turnover. [Indiscernible].

3 So that's the culture. You guys can ask me any
4 questions you want.

5 SPEAKER: Do you know the number of people that
6 have turned over?

7 SPEAKER: The numbers of the people
8 [indiscernible] recently --

9 SPEAKER: [Indiscernible] I guess the retention
10 rate I think is what he's asking. What's the
11 retention rate?

12 SPEAKER: I don't have a ratio or a percentage
13 on it, but I just saw a report for legal team for one
14 of the [indiscernible] that were in, and it was 2016
15 for the last seven years. We've had 139 people
16 whether employees or contractors terminated from the
17 company or left.

18 SPEAKER: That's since 2016?

19 SPEAKER: Yes, in the last seven years. I just
20 literally did that report, so I know that information
21 was accurate.

22 SPEAKER: That probably -- just FYI, that's
23 probably on an average basis of those five or six
24 years of 50 people, an average base. So you're
25 looking at, whatever, 300 percent turnover in seven

1 years.

2 SPEAKER: About [indiscernible].

3 SPEAKER: You're widely considered in the
4 office like the den mother, people confide in you.
5 Can you talk a little bit about their feelings on the
6 culture, their feelings of do they feel safe,
7 confident they can be their best selves, that sort of
8 thing?

9 SPEAKER: I think -- yeah. I think everyone
10 knows that fear, that our culture is certainly
11 different from working at a government job or
12 something like that, that's for sure. We're a mixed
13 bag of people. Nobody comes from the same place.
14 We're very different, [indiscernible] about each
15 other. I think we definitely have a roller coaster
16 here. There's up and downs all the time. Morale is
17 up and down all the time.

18 Do they feel safe here, as far as physical, I
19 don't think anyone feels that they're going to get
20 hurt. Do they feel like they're going to lose their
21 job? I think more recently, we had a layoff, so
22 people are probably a little threatened by that. I
23 don't know what else you want me to say about that.
24 People come to me, but actually not recently for
25 much. They may not want to come to me in closed

1 doors because maybe I am responsible for enabling
2 certain situations that they don't feel comfortable
3 coming to me, and that's just being honest.

4 SPEAKER: As you're working to find resumes and
5 find hires, you talk to people that apply, what are
6 the -- the people who know about the organization, do
7 you ever hear any -- do they come in with any
8 perspectives or is there a reputation that precedes
9 what [indiscernible]?

10 SPEAKER: What do you mean by that? In terms
11 of [indiscernible]?

12 SPEAKER: Yeah, [indiscernible] conversations
13 with them about what is the sort of culture. Does
14 anyone have any notions as they come in about us?

15 SPEAKER: I don't think so. We're pretty
16 transparent about what it's like here because we
17 found that we're more successful with our hires in
18 being transparent with -- it's [indiscernible] work,
19 it's a lifestyle. It's not necessarily -- certainly
20 not a 9:00 to 5:00.

21 SPEAKER: Okay.

22 SPEAKER: I'm sorry, I'm not sure what you said
23 there.

24 SPEAKER: Jen, have you seen quality over
25 quantity changes in the last number of years that

1 you've been with the organization? Most recently
2 versus in the past.

3 SPEAKER: Changes with just the culture. I
4 think our culture has improved because our vetting
5 process has improved, and I think we're hiring more
6 of the right people, I would say in the last few
7 years. We're trying to hire more [indiscernible]
8 people for sure, not people that [indiscernible]
9 mission driven.

10 SPEAKER: [Indiscernible] he has the best team
11 he's ever had, and that included executives, too, in
12 our conversation almost a week ago.

13 SPEAKER: I believe that as well. I think our
14 team is pretty phenomenal and they work really hard
15 to achieve great things.

16 SPEAKER: Anybody else have any questions?
17 Jen, thank you for coming on.

18 SPEAKER: Sure, no problem.

19 SPEAKER: Stephan, the next number is 8620.

20 SPEAKER: Okay, coming in.

21 SPEAKER: This is Josh.

22 SPEAKER: Josh, please tell the board and
23 observers your name, your role, how long you've been
24 at the organization, and your perceptions and what
25 you're thinking about everything.

1 SPEAKER: My name is Joshua Hughes. My role is
2 the IT and facilities director here at Project
3 Veritas. I've been with Project Veritas since the
4 beginning of September 2021.

5 SPEAKER: Did everyone get that?

6 SPEAKER: Yeah. That was '21, right?

7 SPEAKER: I'm sorry?

8 SPEAKER: 2021?

9 SPEAKER: Josh, if you can just talk about the
10 cultural issues, maybe your other experiences in
11 different corporate professional settings and
12 whatever you want to share.

13 SPEAKER: Yeah. There's been a few things that
14 I'd like to go through. The format of the culture,
15 the format of the [indiscernible], it's a relatively
16 open format. And also, I don't think it's going to
17 take that long, but to answer the first question,
18 around corporate culture, in terms of other
19 organizations I've worked with, Project Veritas is
20 clearly very unique compared to some of my earlier
21 engagements. I've worked with Fortune 500 companies.
22 So it might not be an apples to apples comparison.
23 When I came into this position, having previously
24 come from the likes of Metronics and Johnson and
25 Johnson and I worked in consulting where

1 [indiscernible] KTMG, it's clearly a different
2 culture. But that was to be expected, right? So
3 that's clearly going to be a little bit different
4 than what -- number one, what I expected, and
5 honestly, what I wanted from this culture.
6 [Indiscernible] is a good thing.

7 Now shifting gears and speaking more to the
8 things that happened as of late, that certainly came
9 to a head as of last week, I wanted to say one thing.
10 First I'll talk about myself and my relationship with
11 PV. I've been here for a little bit over a year and
12 a half now. There's only been one time where I
13 stated I was in a situation that was confrontational.
14 In my perspective, I want to say unjustifiably so,
15 where I was like kind of [indiscernible], kind of a
16 little bit over the top, and that was just one
17 incident where I was meeting with -- I was in a room,
18 it was myself, it was Dan, it was [indiscernible],
19 and we were going over some of the plan and strategy,
20 and James reacted poorly to a comment that I had
21 said, which -- we were having a fairly heated
22 discussion, it was around the budgeting, and I think
23 I made the comment about, "I don't want to waste my
24 employees' time." I think that was the exact quote.
25 There was some yelling and screaming that went on

1 around that statement. [Indiscernible], I really
2 thought it was the approach we were taking. It was a
3 fairly minor issue, too.

4 So I want to kind of loop back and say that by
5 the end of the day, we reconciled on that, and
6 actually, it was -- James and I actually sat down and
7 we reconciled, we had a heart to heart on that and
8 worked through it. So from a personal perspective, I
9 think I have a fairly good personal relationship with
10 James, and the rest of my team as well, too, from
11 what I've been told on the people that report to me.

12 Moving on to the next point, though, what I
13 really can't abide by is having people that I respect
14 [indiscernible] down and basically talk through, and
15 that came to a head at the leadership meeting. I've
16 seen little bits of it, I haven't been in the front
17 lines as much as other people. But at the leadership
18 meeting last Tuesday, it was pretty powerful and
19 pretty pronounced. It went from -- it was Barry, it
20 was Dan, it was Eric, and it was Tom, all leaders
21 within this organization who I have respect for. And
22 there wasn't a dialogue, and that's what really upset
23 me the most. [Indiscernible], that smaller version
24 of that, like I just described, a lot of people at
25 the meeting, there was a palpable feeling in the air

1 that this wasn't good. But based on the previous
2 experience, all right, tensions are high, we're
3 running through the biggest stories we've ever run in
4 the history of PV. [Indiscernible] and this will
5 settle down. Well, [indiscernible] conversations
6 happened apparently based on speaking with other
7 people that were in the line of fire, it got worse
8 and worse [indiscernible], and I wasn't in the
9 office, but people could hear this going on. So
10 that's a little bit of hearsay.

11 But going back to my experience personally, I
12 think the -- I don't use [indiscernible], it's just
13 something I was [indiscernible]. Thursday night when
14 James reached out to me and had me disable access for
15 both Barry and for Tom as well, I was literally -- I
16 was shocked, and it took me a while to really -- just
17 to let that sink in. Of course [indiscernible]
18 according to James, and I did just that. Then I
19 forgot who it was, but this was late Thursday night,
20 a day later, there was conversation around wanting to
21 have employees discuss the event s that happened that
22 week, and I [indiscernible], it was basically a chat,
23 and I said, "I'd love to hear what other people are
24 thinking," because I thought this was going to get
25 blown up and then going to calm down, but obviously

1 things didn't go that way. And once I heard all the
2 other I want to say anecdotes and experiences that
3 people had over the years, I was really kind of taken
4 aback.

5 My last point that I wanted to make kind of
6 brings it up a level. This is around where I -- how
7 I think this could affect -- or how it's affecting
8 the actual strategy of where we want to go as a
9 company. And I think for the most part, most people
10 on the call right now, they were on from the setup
11 and have very ambitious goals and [indiscernible],
12 just this is a very real but hard goal to get to, and
13 then we're barely out of February, and two of the
14 leaders that are going to be responsible for pushing
15 these efforts, along with obviously the rest of the
16 staff, are let go.

17 So I think not only was I sad to see that
18 reaction take place, I was disheartened with the
19 [indiscernible] the actual business, how we're going
20 to achieve our goals. So then I thought about it,
21 [indiscernible] people, they brought up some
22 information and the amount of employees that have
23 been with PV since its inception, and I believe we're
24 looking at a turnover rate which is on par with this
25 fast food [indiscernible].

1 So I've worked -- when I was in high school, I
2 worked at McDonalds, and I can tell you that they
3 don't do a [indiscernible] assessment, they don't
4 spend time investing in the talent to flip burgers,
5 and we're working at that same turnover rate with an
6 average of like a year and a half worth of service.
7 We're never going to be able to grow. I think part
8 of it is the fact that people are either burning out
9 or they're let go in actions such as what happened
10 this week, and I don't think it's good for long-term
11 health of the company. So that's really -- those are
12 really my [indiscernible]. I know I said a lot here.

13 Did anyone have any questions for me?

14 SPEAKER: When everyone spoke after
15 [indiscernible] Tom and Barry were let go, what was
16 the sentiment? What was the feeling of the
17 conversation [indiscernible] of the CFO?

18 SPEAKER: So what was being -- what was the
19 feeling of the general audience of everybody? Is
20 that was the question is?

21 SPEAKER: Yeah, who you talked to.

22 SPEAKER: It was a third of the company. I
23 mean, people care. So here is the general sentiment.
24 The letter that a lot chose to sign, if you just kind
25 of skip all the anecdotes and sentiments and all that

1 and you get right to kind of what's being tasked with
2 the board to help out with, those are fundamental
3 [indiscernible] that anyone would want to sign. If
4 we put the opposite in place to say, "Oh, we want to
5 be bullied, we want [indiscernible], we want to be
6 more micromanaged," I think what's being asked for is
7 very -- it's just common sense, right? I think that
8 was really the sentiment of everybody that -- people
9 are emotionally changed. I'm not going to lie about
10 that. Some people were freaking out [indiscernible],
11 but that's the result that people want to see.

12 People want to see a change so we can do our
13 jobs in an effective and efficient manner. We've
14 hired a lot of -- and the term leadership came up a
15 lot. We're hired to be leaders here, leaders that
16 were all driven toward the same goal. And here is
17 the point. To Barry and Tom, we're all driven to the
18 same goal, we're all going the same way, but we're
19 going to have different approaches, we're going to
20 have different tactics, we're going to have different
21 life experiences in terms of how we get to these
22 outcomes, but everybody on the call is still driven
23 to the core values and the mission, which is Project
24 Veritas. I think that was the overall sentiment
25 there, their hope for all of the problems that people

1 have had. And other people, like I said, have had
2 more issues on a personality level than I have.
3 There was never any down side, there was never any
4 frustration around [indiscernible] or serving our
5 [indiscernible].

6 It's frustrating, though, when there's
7 interactions with those internal employees and donors
8 and other stakeholders within our organization where
9 those interactions are needed. We're not going to
10 rehash everything that we listed, because that's in
11 black and white, but that is where the frustration
12 came in. It's how we're trying to achieve our goals,
13 not what we're doing. We all want the what to
14 continue. Does that make sense?

15 SPEAKER: Absolutely.

16 SPEAKER: Exceptionally well, everything,
17 perfect. Appreciate it, your thoughts, very
18 thoughtful.

19 SPEAKER: And I've really held those thoughts
20 since I've joined the organization. It was a big
21 shift to go from a 50,000-person organization to this
22 organization. And I want to say absolutely that I am
23 -- I will even go out on a limb to speak for other
24 people here because I've heard them say they love
25 working here, because it's the thing that we do that

1 nobody else is doing, nobody else is doing. The
2 organization that was the [indiscernible] and brought
3 in the table, that's still alive and fresh in
4 everyone's mind, and 100, 100 percent. So yeah, that
5 really -- I think in a nutshell, that's where I'm at,
6 and that's where a lot of other folks are at.

7 SPEAKER: I hesitate to ask this, but one of
8 the things that were talked about, I will use the
9 term abuse, those are express violations of human
10 [indiscernible], but also of the employee handbook
11 and written documents, and moreover, we're in a
12 really litigious age and there's a meaningful legal
13 as a board to speak to get to a better place and help
14 James get to a better place and get the organization
15 in a better place, and maybe you can provide us some
16 [indiscernible] or structural changes.

17 SPEAKER: Mm-hmm.

18 SPEAKER: I'm sorry, I shouldn't have -- that
19 wasn't appropriate for me to say.

20 SPEAKER: It's fine.

21 SPEAKER: There are people aware of the
22 violations -- [indiscernible] want to look at those
23 things and say, "Well, gosh, this is a black and
24 white thing," and it's not really something you want
25 to deal with this day in age especially. Maybe 100

1 years ago.

2 SPEAKER: If I'm [indiscernible] legally, I
3 don't intend to say that [indiscernible] verbally --

4 (Simultaneous speaking)

5 SPEAKER: I'm not asking, [indiscernible]
6 litigious ages, so I was curious. But what I was
7 saying, do people ever look at the employee handbook
8 and say, "What are we conforming to with standards
9 and ideals and express behaviors that we
10 [indiscernible]?"

11 SPEAKER: It certainly should happen. At the
12 end of the day, what's in the handbook, I mean, it
13 should be reflective of how we live our lives. If I
14 were to sum up, especially what transpired
15 [indiscernible], I got the feel being in that
16 argument on Tuesday, I don't know exactly the words I
17 would use, I would just say that it wasn't
18 productive. It wasn't moving in the correct
19 direction to make this company better and greater.
20 Purely [indiscernible], there's different ways that
21 that can be done. People respond differently.

22 Another challenge, too, I know this is
23 [indiscernible], just like right now, it's hard to
24 hear people, so many get lost that way, too, but I
25 think this was especially [indiscernible]. One

1 example, Dan was agreeing, it was something
2 [indiscernible] two main points. One was donor
3 e-mail asking for money, one other thing was setting
4 up not a Word Press, but a way to do blogging, we
5 were having a conversation around that. Dan was
6 trying to agree and James I thought was yelling
7 through that. I don't know if it's because he
8 couldn't hear what Dan was saying, but Dan was
9 saying, "I'm agreeing with you." So I just didn't
10 think that was productive. Regardless of
11 [indiscernible] or not, it's not getting it to a
12 better place. That's all.

13 SPEAKER: Well, I like the precision of a lot
14 of the IT guys.

15 SPEAKER: Thank you, Joshua.

16 SPEAKER: [Indiscernible] this is not really a
17 discussion around [indiscernible].

18 SPEAKER: Thank you, Josh.

19 SPEAKER: Am I good?

20 SPEAKER: Yeah.

21 SPEAKER: Thank you all for hearing me out.

22 SPEAKER: Stephan, please let in 3411.

23 SPEAKER: All I see is 7896 waiting.

24 SPEAKER: That's probably the other one. That
25 should be it.

1 SPEAKER: So allow in 7896?

2 SPEAKER: Yes.

3 SPEAKER: Okay. They're in.

4 SPEAKER: Hello.

5 SPEAKER: Please tell the board and observers
6 your name and your role and how long you've been at
7 the organization, and then just talk freely.

8 SPEAKER: Perfect. My name is Jillian, and I'm
9 a development [indiscernible] here. I've been with
10 the organization for over a year now. Although this
11 is a short time, it is long enough to [indiscernible]
12 the mistreatment of employees. When I first started
13 working here, I was always so excited to come into
14 work. I would leave my house around 6:00 a.m. and
15 not getting home until about 7:00. I still do this
16 because I truly believe in the mission.

17 In the past six months, things have changed
18 drastically, and I no longer enjoy being in the
19 office. I have a fear that development will be
20 shamed as failures for not meeting James' often
21 unreasonableness. Often when development is called
22 into the office to do donor calls with them, we're
23 told we're not working hard enough or simply wasting
24 his time and he says he has to do our jobs for us,
25 and he never acknowledges development's hard work and

1 successes, of which there are many.

2 One recent example stands out. A phone call
3 earlier this week, James was angry that development
4 had disagreed with a strategy of his. The team had
5 voiced their opinions on this as to why the strategy
6 was a mistake and should not be used. James
7 proceeded to call Barry and Joanne insubordinate
8 claiming that no one says no to James O'Keefe. If
9 they could not follow his [indiscernible], then they
10 should look for a job elsewhere. James also went as
11 far as to blame Joanne for low morale over the entire
12 organization simply because she didn't agree with
13 James' strategy. Having listening to this, it was
14 heartbreaking and enraging. It was so bad that
15 others who had overheard this phone call came into
16 the office just to apologize for the way that James
17 had spoken to us.

18 But not even 24 hours after the incident, James
19 messaged us explaining that we had actually
20 misunderstood him, that we had not simply changed his
21 mind, but again, it was said to be our fault, and no
22 apology to Joanne or Barry for that phone call. And
23 although this is only one example for me, it captures
24 recent daily life at Project Veritas. So I just want
25 to thank you guys for listening to me and my

1 concerns.

2 SPEAKER: Very, very helpful. Thank you,
3 [indiscernible].

4 SPEAKER: Thank you. I appreciate it.

5 SPEAKER: Stephan, you can let in 1634?

6 SPEAKER: Okay. Coming in.

7 SPEAKER: Hello?

8 SPEAKER: Hey, [indiscernible]?

9 SPEAKER: Yes.

10 SPEAKER: Please tell your name and how many
11 years you've been with the org and what you do, and
12 then just feel free to talk freely.

13 SPEAKER: My name is James Mandell. I've been
14 here almost about three years. On August 1st, it
15 will be my three years. I'm in comms, I'm a social
16 media editor, and I also assist with posting as well
17 as making content. I don't really know where to
18 start, but I will start by saying this isn't easy
19 and, I obviously imagine it not being for anybody,
20 but that being said, this needs to happen.

21 So I guess my first point that I will make is
22 personally, I'm quite upset about the way things have
23 digressed into what it is right now, and
24 [indiscernible] as far as my opinion, but I really do
25 feel like the way the culture of the organization has

1 -- I don't want to say deteriorated, but morphed into
2 what it is now since I've joined has become toxic. I
3 think that's a trickle-down system, [indiscernible],
4 but I do believe it comes from the top down. I stand
5 by that. I think James has become drawn on power and
6 has acted like a tyrant while pontificating on that
7 [indiscernible] as to what we could be exposing, and
8 it's an oxymoron. And it saddens me because I look
9 up to James. He's an American hero, and I was very
10 grateful beyond belief as to him letting me be part
11 of this organization, building my career.

12 One of our colleagues, RC, who was just married
13 about a month or so ago, he sat down with me at
14 dinner and told me how he's seen me [indiscernible]
15 I've been, and it really spoke volumes to me because
16 it was very profound because someone I look up to, an
17 American hero, that America looks up to, was
18 recognizing my talent. That gave me a lot of hope.
19 But after the past couple days, it's just been really
20 a depressing letdown.

21 I would say -- for examples about his behavior,
22 the culture, I would like to start with one example.
23 It was in the earlier part of [indiscernible] joining
24 our organization. We were in Colorado for the
25 filming of [indiscernible], and we had to go back to

1 the airport, the private jet to go back to HQ, James
2 wanted me to send a [indiscernible] to get it edited
3 immediately, which was also [indiscernible], but I
4 [indiscernible], so I did. I stayed there, and when
5 we had to leave [indiscernible] because the plane
6 [indiscernible]. I was forced to get back in the
7 plane and not be able to send the footage. When we
8 got back to HQ, I was somewhat publicly and somewhat
9 privately bullied, I was teased and mocked about not
10 doing anything right, and it was honestly not my
11 fault. That was just one incident.

12 The rest of what I'd say is mostly the culture
13 stems from James' behavior, and it's not okay. I
14 don't know [indiscernible]. And it's not up to me,
15 it's not in my control, but I do want to say that
16 something needs to happen. I do believe that you
17 guys will make the right decision, whatever it may
18 be. But from what I've seen over the past almost
19 three years now has been an absolute disgrace in my
20 opinion because I always see people getting hired and
21 fired or quitting or coming in and coming out. It's
22 a revolving door. Mostly people are not only
23 disrespected and not treated correctly, it just
24 sounds like they were disposable, but there's also no
25 trust. There's no trust within the people,

1 especially those in leadership. For example, my
2 supervisor, Eric [indiscernible], was strapped to a
3 polygraph test nearly a year after the whole
4 [indiscernible] incident, then [indiscernible], and I
5 personally did not [indiscernible] at the time, but I
6 transitioned from production to comms a little bit
7 later. But what I saw was just, it was wrong.

8 In my opinion, if you can't trust your own team
9 -- I don't know the reason for the polygraph test,
10 but if you can't trust your own team, then what do
11 you have? You're walking on eggshells around
12 everyone. Like I said, trickle down, it causes it to
13 boomerang, and it was sad. He's not only my
14 supervisor, but he's my friend and my mentor, and I
15 really do look up to him and he's taught me a lot.
16 There's a lot that I know now today because of his
17 knowledge and intuition. And I always see when
18 there's an audience call or I overhear it or if it's
19 private, whatever the case is, there's a lot of
20 distrust with the team leaders, specifically
21 [indiscernible] things being brought to the
22 forefront. I don't know the exact reason, but what I
23 can deduce on my own accord, I think it's an act of
24 jealousy or a threat to the power system.

25 What I mean by that is I really do think that

1 James has been in a position where he thinks people
2 are out to get him or people are going against him
3 and he wants it his way. And I totally understand,
4 because this is his baby. PV, he birthed PV. No one
5 can take that away from him. He's been wrongfully
6 accused and prosecuted, and that is not diminished.
7 I will do anything in my power to fight for him for
8 that. But if you're not going to put trust into the
9 people that you put in those positions, to further
10 the company and to further the mission
11 [indiscernible] who haven't seen it before, then
12 what's the point?

13 There's been many times and many instances.
14 I've seen one very recently. For example, Eric and
15 I, we had a [indiscernible] meeting about ideas of
16 what we could do for this coming year, and one of
17 those ideas was [indiscernible], and James was
18 onboard for that. And for about three to four hours,
19 at least what I saw, three to four hours, Eric was
20 trying to get James to sit down for literally five
21 minutes and [indiscernible] as to what was going to
22 go on and how it worked, and James became
23 [indiscernible], preoccupied, whatever the case was.
24 When everything started, James was unprepared, he got
25 mad, started acting like honestly a child, getting

1 angry, putting all kinds [indiscernible] and stuff
2 like that. Eric had to run around and help him, and
3 it really not only bothered myself or Eric, but many
4 others. It's just really upsetting.

5 Another example I can give is literally last
6 week when this whole incident was [indiscernible],
7 Barry and Tom, I [indiscernible]. So my colleague,
8 [indiscernible] Patrick, we were just working, and we
9 heard Joanne and Tom who had joined the call spoke to
10 James a certain thing they were trying to do, and
11 James wasn't having it. Every time they tried to
12 talk, James said -- in one ear and out the other, he
13 just sort of like berated them. I literally heard
14 him say to Tom, "If you're not going to do it my way,
15 you can leave the fucking company." Excuse my
16 language. It blew my mind. It blew my mind that I
17 actually for I think the first time actually hearing
18 -- not just hearing it from someone from their
19 account, but actually hearing it from James because I
20 happened to be on the phone, I had actually walked in
21 and asked if they were okay, because it was just
22 berating. I couldn't believe my ears. I literally
23 could not believe my ears. It's insane.

24 It was just -- behavior -- the whole point of
25 what I'm trying to say is most of why the culture is

1 the way it is is because the organization is
2 trickle-down. The way that James acts like everyone
3 is [indiscernible]. If I'm in the room with James
4 [indiscernible] in the morning, I come back
5 [indiscernible], "Is he okay? Did he seem like fine
6 or happy?" It's like, well, at the same time, if you
7 really think about it, James is like a part -- he is
8 the face of the company and it wouldn't be what it is
9 without him. We can't [indiscernible] that, but at
10 the same time, PV is PV and James is James. There's
11 a reason why -- there has to be a reason why people
12 are acting like that. It's because people are
13 [indiscernible] what James is feeling as to how
14 things will go.

15 There's certain times where I've
16 [indiscernible] on ideas on content creation or even
17 posting because James was in a bad mood or he doesn't
18 want certain things to be going up because he wanted
19 something to happen in a certain way. Well, how are
20 you supposed to let your team work? It's not
21 practical. It's like trying to walk through a brick
22 wall sometimes for almost three years, in my
23 perspective. I have to be in a writer's room to help
24 with ideas. We're talking about [indiscernible].
25 I'm like, "Well, this isn't [indiscernible]. In my

1 opinion, this is like a personal thing." If you want
2 to do [indiscernible], that's fine, but that's not
3 the message of PV. It blows my mind sometimes.
4 It's hard to find words. And I'm sorry if I'm
5 rambling here, but it's just overwhelming. I've been
6 trying to get my mind straight to understand what I'm
7 going to say and how to deliver it, and I hope
8 [indiscernible], but there's a lot, and it's very
9 overwhelming.

10 SPEAKER: Thank you.

11 SPEAKER: Thanks, Jay. You came across very
12 clearly. Thank you.

13 SPEAKER: Is there any other questions at all?
14 I don't mind sharing [indiscernible] if you guys
15 would like.

16 SPEAKER: No. I think we -- it's kind of
17 redundant. I appreciate it.

18 SPEAKER: No worries.

19 SPEAKER: Stephan, the last -- I think the last
20 one in the queue is [indiscernible].

21 SPEAKER: Okay.

22 SPEAKER: I'm going to go now. Thank you,
23 guys.

24 SPEAKER: [Indiscernible], are you there?

25 SPEAKER: Yeah. Can you guys hear me?

1 SPEAKER: Yeah. Tell the board and observers
2 your name, your role, how long you've been at PV, and
3 just share your thoughts in this open forum.

4 SPEAKER: Hey guys. My name is
5 [indiscernible], [indiscernible] manager at Project
6 Veritas. I've been here over three years. I started
7 in October -- September/October of 2019, which I
8 think anyone can agree, a year at PV is ten years
9 anywhere else, in a good way and bad way. So I can
10 get started. Just a quick background on how I
11 started here and then I'll get to the main point.

12 I've been here at the onset [indiscernible]. I
13 spoke to others about this as well, because the
14 mentality is this is my dream job, I love the fact
15 that PV hired me. The night before I started at PV,
16 the first day at PV, I was unable to sleep because I
17 had too much adrenaline about the fact of starting
18 and my first day. I actually was so tired in the
19 office the first week I was there that I was worried
20 that I was going to be called out for just not being
21 -- working well enough because I was really crazy
22 like that. So that was how I felt coming to PV. And
23 obviously I learned about -- my first three to six
24 months, I learned a role, and I have to say in large
25 part I give credit to Eric [indiscernible] for being

1 so good at his job, number one. He's the best
2 employee I think PV has. I know I'm biased, everyone
3 knows I'm very good friends with Eric, but I actually
4 believe what I'm telling you, that he is incredibly
5 talented in what he does. And I've learned a lot
6 from him and he helped me grow into the role where
7 today I'm very confident to say I'm also very good
8 at.

9 Throughout the time, 2020, I saw different
10 disagreements. More so I was witnessing
11 [indiscernible] between production [indiscernible]
12 general management disagreeing. There was some
13 heated conversations. I was never part of those, but
14 I always thought, "This is a little much. I don't
15 think this type of screaming is necessary for the
16 [indiscernible] we're trying to drive and urgency
17 here." But more so towards Tom [indiscernible] 2021.
18 In 2020, we had people that [indiscernible] PV were
19 just not good employees, but they weren't really that
20 much of an issue with me and Eric. I think we
21 marched through those fine. In 2021, when Nate was
22 brought into the team around I'd say March or April
23 of that year -- first off, I'm a person that
24 [indiscernible]. I love to help them, but I learned
25 quite quickly -- and Eric saw this earlier than I

1 did -- but I learned quite quickly, within a few
2 weeks, his first month at PV, that he was unwilling
3 to do the work that me and Eric were willing to do.
4 When Eric gave Nate instructions to complete to
5 do that were completely valid that I did before Nate
6 was there, he not only basically complained, I know
7 he complained to James about Eric's treatment, which
8 led to James from my understanding completely
9 berating Eric about this, and the relationship there
10 soured significantly between Eric and James after all
11 this [indiscernible] came together for the team. I
12 wasn't too much involved in the situation. I know it
13 affected Eric dramatically, and I feel really bad for
14 that. I felt his pain, because I work with him
15 closely. And he was really hurt that this kid that
16 was not into doing the work that we did was getting
17 preferential treatment to the point where he was
18 removed [indiscernible] over to [indiscernible]. He
19 was taken out of the comms team under Eric's
20 supervision and put -- after a few months.
21 [Indiscernible] entire company [indiscernible] you
22 have to be fired. It was pretty clear to me and Eric
23 who were on the team.
24 It never sat well James that it ended up this
25 way because -- I should tell you, one time, James

1 called me a month later to complain about Eric, for
2 example, and he mentioned like how Eric was just
3 awful to Nate [indiscernible]. And this was months
4 after Nate had been fired. It wasn't really part of
5 the conversation that James called me for, so I know
6 [indiscernible], and it never improved with Eric. I
7 wasn't so much affected through Eric and comms as a
8 whole, so we had that instance.

9 I obviously can't speak in detail as much as
10 Eric about this. I don't want to do that. What I
11 can speak about is what I experienced. That started
12 more so I'd say in September of 2021 where the
13 traumatic months for the entire staff -- the fact
14 that we had a flood in the office, everyone remembers
15 that. It was also the same day basically where Nancy
16 was fired, and Eric and I were on a airplane when
17 this news was broken to the staff. At the time,
18 through Zoom, Eric and I were not able to attend
19 because we were on a flight, I was actually with
20 [indiscernible], we find out through other people
21 that this happened. We were very disheartened
22 because we knew how much value she brought to the
23 company and how hard she worked and our concerns and
24 Eric [indiscernible] following that.

25 Our concern was we've just seen so much

1 turnover in senior leadership and staff as a whole.
2 We were just concerned about the future of PV with
3 the constant turnover, firing, dramatic situations
4 coming from that. We voiced it -- and I can say for
5 a fact that -- I think I can speak for Eric -- we
6 voiced it purely for the concern of PV's future, and
7 we knew how [indiscernible] and we just don't think
8 that that turnover at PV is good. We just think it's
9 out of control, it's really bad. We voiced it, and
10 James was upset we did it in the PV leadership
11 channel at the time, but he called us. And within a
12 few days of having the conversation with James, I
13 felt at the time that things were going to calm down.
14 I thought, "We got this off our chest." I moved on,
15 I think Eric moved on, I think James moved on. But I
16 was totally mistaken for thinking that James had
17 moved on, because two to three weeks later, we had a
18 [indiscernible] because we didn't have an office yet.
19 And for the entire week, all I can remember
20 personally was every session that James could attack
21 Nancy's reputation to the entire staff and made
22 anyone who was in that meeting feel like that if
23 they're friends with Nancy, they must be traitors,
24 and awful people, too. That was not once or twice or
25 one day, that was every single day as much as

1 possible, constantly being reminded that anyone who
2 talked to Nancy was awful, to the point where I got
3 late night texts saying, "Why didn't you have the
4 guts to talk in front of the staff about what you
5 actually think about this whole thing and the core
6 values?"

7 I honestly will never do that in front of the
8 staff because the staff was being manipulated to
9 despise Nancy. So if I said anything in her defense,
10 obviously the staff would turn on me. So I obviously
11 had no choice but to remain silent and take the
12 beating quietly. I know other people felt exactly
13 the same way as me. I can speak from a personal
14 example, one of the [indiscernible] that Nancy was
15 talking to lawyers and essentially suing Project
16 Veritas, and James went on a rampage about that and
17 made sure that the whole staff in that room was
18 willing to say exactly what he envisioned that they
19 needed to say about Nancy. So it was basically -- I
20 don't know even know what the right word is because
21 it's just a strong word, I don't want to use this
22 word, but it was a [indiscernible] reputation that I
23 thought [indiscernible] that didn't know any better
24 about Nancy or what was going on behind the scenes
25 fed right into it.

1 So I was in that room and I started feeling
2 sick to my stomach. When I say sick to my stomach, I
3 mean physically, my stomach was turning. So I was
4 considering throwing up and I really wanted to -- I
5 thought I was going to. I couldn't control it. I
6 actually believed I was going to. So I thought maybe
7 I should go to the bathroom because that's the only
8 way I can do this without causing a scene. If I'm
9 going to be sick, I need to go to the bathroom and do
10 it, but as soon as I started thinking about going to
11 the bathroom, James started saying, "If you don't
12 agree with my decision, there's the door."

13 So at this point, I was at the point where if I
14 stand up to go to the door, James will think I'm
15 trying to quit PV and get fired. So I was like okay,
16 I'll just compose myself in here and try to avoid
17 what's going on for the next 20 minutes and just sit
18 here and not be sick. That's what I did.
19 Miraculously, I didn't get sick, but I thought I was
20 going to be. That was the [indiscernible] of that
21 week.

22 I can give way more examples as to what I
23 personally felt, for example, me and [indiscernible]
24 were talking that same day at the Yacht Club, and
25 after the event at the [indiscernible], me and

1 [indiscernible] were talking about how awful we were
2 feeling about everything going on. And James saw me
3 and [indiscernible] talking, he immediately tried to
4 approach us by looping around the Yacht Club.
5 Instead of coming straight out, he tried to go around
6 to see if he could catch us speaking without us
7 actually knowing that he was there, but obviously I
8 saw James walking towards us, so I saw him do it. So
9 [indiscernible], I know James wanted to catch us, if
10 you may, saying about how awful we felt.

11 He changed the conversation and made it about
12 the core values and basically said, "If you don't do
13 the core values, I can do this by myself. I can do
14 this work by myself. I don't need anything from you
15 guys," basically just like moving the conversation
16 that way. We ended it there. That's when James
17 messaged me saying if I had any guts to talk and if I
18 was keeping secrets from him, and I would ask him,
19 "James, let's have a phone call about this. I'm
20 willing to talk to you on the phone." He didn't want
21 to talk on the phone, he just wanted to text me
22 paragraphs. And I can say personally that I've never
23 -- that grudge never went away between us and James.
24 I include Eric on this, too, because there's been
25 several -- at least one, but probably more instances

1 in 2022 where we've had -- all the calls with the
2 whole staff.

3 For example, one time [indiscernible] moving
4 legally against us and all that, James made that
5 conversation and immediately mentioned how a year
6 ago, we had a situation with Nancy where we had staff
7 that were disloyal and not willing to do what needs
8 to be done and -- he mainly transferred the whole
9 conversation back to how bad people were
10 [indiscernible], so therefore we need to revamp how
11 we [indiscernible] and all that. So he never really
12 got over the fact that me and Eric and others
13 [indiscernible] a year later. That was a personal
14 example I can speak of.

15 Obviously I can list things that -- screaming
16 and that type of stuff like that, but those are
17 things I've witnessed. I want to say obviously I'm
18 willing to [indiscernible] if it gets to the point,
19 but I understand -- I'm only saying all of this
20 because I care about work and PV and everybody. The
21 reason that I'm doing this all is for the sole
22 purpose that I think everyone doesn't deserve to go
23 through that. And that moment was when I realized
24 that if I ever spoke out for the betterment of PV, I
25 would likely be humiliated that way. So I refrained

1 myself and just did my job the way I can and I've
2 witnessed bad decisions being made. Oftentimes I
3 caught on early before the person ended up being
4 fired, for example. The general consensus every time
5 that we made suggestions about what is good for PV,
6 the general go-to is, "Either you agree with me or
7 here is the door." So there's no room ever to really
8 make any serious assessments about what is needed
9 when the reaction is, "I like this. If you don't
10 like it, here is the door."

11 So yeah, that's where I stand. I don't know if
12 you guys have any further questions, but I don't want
13 to take up much of your time.

14 SPEAKER: Thanks very much, [indiscernible]. A
15 comment of a historian once said that academics
16 [indiscernible] avoid and hate feedback,
17 entrepreneurs seek [indiscernible] feedback. It just
18 sort of seems on point with some of the things you're
19 saying.

20 SPEAKER: [Indiscernible].

21 SPEAKER: Say that again, I apologize.

22 SPEAKER: [Indiscernible].

23 SPEAKER: Thank you, guys.

24 SPEAKER: I don't know if anyone has any
25 questions for Mario, but --

1 SPEAKER: Just one question for Mario. You
2 have access to the social media accounts?

3 SPEAKER: The PV account is working the last I
4 checked. What I have heard earlier today was that
5 James' password had been changed. I'm not sure where
6 [indiscernible], I believe that's still the case, but
7 that's what I know. But I did have one other point
8 that I know Eric would like me to relay to you guys.
9 There's two things actually that really bothered me
10 personally, so I think I can speak on a personal on
11 this. I witnessed my boss be polygraphed at PV. I
12 believe that it was a way to -- kind of an F-U
13 because of how Eric called out the Nate
14 [indiscernible] thing, and it was right after Nate
15 [indiscernible] had been fired. So I did witness him
16 being polygraphed for something we all knew he didn't
17 do.

18 The other part is I did witness Eric be
19 promoted to chief of staff of the company, and then
20 not only was he demoted to social media director at
21 one point, but James and [indiscernible] at the time
22 basically made it the case that we're not going to --
23 [indiscernible] made it the case that Eric had to
24 publicly park through the [indiscernible] like in a
25 humiliating way to let him know that he was no longer

1 in the role that they had given to him. He never
2 asked for that role, [indiscernible]. These
3 demotions and these kind of petty back-and-forth
4 behaviors only occurred at the exact same time that
5 another personal issue like [indiscernible] or Nancy,
6 it was very clear to us that these things were
7 happening as a result of us doing something that
8 James didn't like and used something else to kind of
9 get payback on us. We felt it. I know I can't speak
10 for Eric, but we are very -- we do feel very
11 significantly, because he's been here for seven
12 years.

13 I know he wasn't able to speak today. It
14 bothered me and our team. When they attack Eric, we
15 feel like all of us are under attack, I'll be honest
16 with you. When Eric is under attack at PV, me and
17 [indiscernible] feel like we are, too. We'll never
18 leave Eric behind. That's just a thing we'll never
19 do, and we feel for him. So I won't do something
20 like that.

21 SPEAKER: Thank you. This is John
22 [indiscernible]. I'm trying to call in on my iPhone
23 because I'm having to move to meet somebody for
24 dinner, but I'm going to keep you in my ear and I
25 won't have any conversation. [Indiscernible] set of

1 batteries on my iPad, which I've been watching on.

2 Thank you so much. Appreciate it.

3 SPEAKER: No problem.

4 SPEAKER: So let's wait for John to come back

5 on. There are other people who wanted to speak, I

6 think. Five hours, it's redundant. But I'll wait

7 for John to come on.

8 SPEAKER: I'm on now. Thanks.

9 SPEAKER: The only thing, I think we all agree

10 we have to suspend this, we can't keep going. I want

11 to hear from Tom [indiscernible], that would be under

12 executive [indiscernible] board members. And Tom, I

13 don't know the rules on officers, if Dan would be

14 [indiscernible] or what have you to do a part of

15 that. Certainly observers should not be a part of

16 that given they're not under NDA and the financial

17 stuff is proprietary. Two points of action, before

18 we suspend, to formally reinstate Tom --

19 SPEAKER: We've got a [indiscernible]. Before

20 we take any kind of board action, you might want to

21 take a look at who's on.

22 SPEAKER: Who is on? I mean, I think that we

23 want to do the CFO reported analysis, obviously all

24 board members need to be here [indiscernible] to the

25 liability [indiscernible] from that stem from donor

1 funds [indiscernible]. We need to have that
2 conversation. I think that's way too long a
3 conversation for where we are in the course of the
4 day in this call.

5 (Simultaneous speaking)

6 SPEAKER: Can I interject something here? I
7 want to know from James now -- you've heard three or
8 four hours of testimony from people who work with
9 you; what is your response? What do you think we
10 should do about this?

11 SPEAKER: That's a good question.

12 SPEAKER: I wonder if he heard me.

13 (Simultaneous speaking)

14 SPEAKER: I can unmute him.

15 SPEAKER: I don't know if he heard it.

16 SPEAKER: James, are you there?

17 MR. O'KEEFE: Yes, I've heard. Do you want me
18 to address --

19 SPEAKER: James, before we get there -- it's
20 Stephan -- before we -- let's carefully take a look
21 at the list of participants. There are a couple
22 phone numbers here. I just want to make sure we're
23 [indiscernible] here.

24 SPEAKER: Who's the 9400 and the
25 [indiscernible]?

1 SPEAKER: [Indiscernible].

2 SPEAKER: Who's 9007?

3 SPEAKER: I have no idea.

4 MR. O'KEEFE: Well, those people were listening
5 to all of the allegations, so what's the concern with
6 listening to my response exactly?

7 SPEAKER: I just want you to take a look at it.

8 MR. O'KEEFE: Those people were listening to
9 all the allegations against me.

10 SPEAKER: I think James is appropriate and
11 correct. I just want to make sure before
12 [indiscernible].

13 SPEAKER: 9007, who are you?

14 SPEAKER: That's [indiscernible].

15 MR. O'KEEFE: I mean, there have been a few
16 hours of specific commentary from 10 to 15 people in
17 an organization. I've offered my solution, which is
18 a heartfelt letter to the staff, but in terms of the
19 specific allegations, this is not fair or appropriate
20 to have me respond in --

21 SPEAKER: I'm not interested in you detailing
22 the allegations and defending yourself in that
23 regard. What I'd really like to know is: What do
24 you think we should do about it as the directors?
25 What do you think it means to you about what you --

1 what we should do with you? I mean, what do you
2 expect us to do given these allegations?

3 MR. O'KEEFE: Well, will I have a chance to
4 respond to them? There's two separate issues here.

5 SPEAKER: No. The quick answer is no, not
6 here, not now. If you want to write something up,
7 great. I want to know what you think we should do
8 about it. We're here to preserve Project Veritas,
9 okay? What do we do about you?

10 MR. O'KEEFE: One moment. I've offered a very
11 heartfelt memo that with the board's blessing, I
12 propose that we distribute -- may I -- I've offered a
13 very heartfelt memo with the opportunity of
14 apologizing for specifically what happened on
15 Tuesday, and I intend to -- I'd like to distribute
16 that with the board's blessing and I'd like to have
17 an open-door policy moving forward to listen to these
18 issues face-to-face and have the opportunity to hear
19 the concerns and do my best to hear people and listen
20 to them. A few hours ago, I read that from the
21 bottom of my heart, the thing I'd like to send out to
22 the staff and have an open-door policy to listen to
23 people.
24 I've been told -- I'm not certain if there's an
25 interest in hearing or -- I'm not certain if there's

1 an opportunity to respond to these things, or if
2 that's something that people want me to do, I can, if
3 I'm given time to respond to that, but more
4 importantly, I'd like to hear from the board what
5 their solution is if it's not the one that I've
6 proposed.

7 SPEAKER: I'm going to speak. I'm usually very
8 soft and very passive in my approach when I talk to
9 anybody. I want to remind you, James, that you are
10 here amongst some of your closest friends that have
11 supported you for many, many years. There's no
12 [indiscernible] here. You have to trust these people
13 to do the right thing for you. Please, please do
14 that. It hurts every one of us to come to this point
15 and have to hear these stories and -- I don't know
16 what the solution is, but there has to be something
17 immediate. I just want to remind you that we love
18 you and we care about your organization, and you're
19 destroying it. You're destroying the thing that you
20 created.

21 MR. O'KEEFE: Well, I'm willing to work with
22 professionals on the behavioral issues and I will do
23 everything in my power to change.

24 SPEAKER: I'm happy to hear that. It's
25 nobody's intention to take severe action, I don't

1 think so, especially after hearing the employees say
2 that they love you and they hate you at the same
3 time. I think that we can come up with a solution
4 where we walk away as a healthy organization and a
5 healthy founder, and that's what I hope that this
6 board for today, your friends and most loyal,
7 entrusted people -- whether you believe it or not --
8 will do. That's all I have.

9 SPEAKER: Ed Clark. If it's permissible by the
10 board, I don't know if we need to vote on it or if it
11 can be more informal. I'd like to say a few words.
12 I'm in favor of hearing one of our most loyal,
13 long-term supporters who loves the organization,
14 James has [indiscernible], getting tied to be here
15 today to observe. I'd like to hear from
16 [indiscernible].

17 SPEAKER: I'm in favor.

18 SPEAKER: I'm in favor.

19 SPEAKER: James, would you be okay with that?

20 MR. O'KEEFE: Yes.

21 SPEAKER: Would you unmute 9007, please,
22 Stephan?

23 SPEAKER: I think 9007 can unmute themselves at
24 this point. All I can do is request on this side.
25 Thank you.

1 SPEAKER: I met James six, seven years ago, and
2 consider James a friend and have donated to the
3 organization. I have become a little bit discerned
4 of late about the [indiscernible]. I'm part of the
5 organization [indiscernible] where one person has
6 taken over and another statistic [indiscernible]
7 terminated as James. And the staff knows, with every
8 check I've sent Veritas, I've always made it a
9 priority to do something for the staff, because
10 owning a business, the people that support you are
11 critical.

12 I'm a big fan of Tom and [indiscernible] Barry.
13 I think the job of one man overseeing aspects of this
14 company is all but impossible. I think James is a
15 wonderful journalist, but I think the rest of the
16 business needs to be run by other people if the
17 mission is to be successful. And I do worry, James,
18 right now a little bit about your mental health. I
19 think right now there's a lot of stress and
20 [indiscernible] if you take some time off to take
21 care of you first.

22 In hearing all this talk, the little that I
23 heard over the years, I feel very strongly that you
24 are the founder and the inspiration, but you're
25 separating yourself from the mission. The mission is

1 now being [indiscernible], and I think that from
2 other donors that I've spoken to, they've witnessed
3 the change as well.

4 So I strongly encourage you to try and exercise
5 some [indiscernible] right now, James, get Tom back
6 involved, Barry back involved, people who -- I thank
7 the board for standing up in a difficult situation,
8 but PV right now [indiscernible] with donor info and
9 the [indiscernible] would love to see
10 [indiscernible]. I do think you need some changes or
11 all of this is for not, and the rate of turnover I
12 would say for most people in business is alarming.

13 SPEAKER: [Indiscernible]. Sorry, Ed.

14 SPEAKER: That's okay. I'm done. I just
15 applaud the effort and I think something needs to be
16 done right now both to help James out, and hopefully
17 in a couple of months, James is back with his
18 journalistic brilliance, but I think the other
19 aspects of the business will be better served and the
20 mission is more likely to grow and be accomplished
21 without his oversight and people worrying about
22 needing to kiss the ring. I'm sorry to have to say
23 that, but I want the mission to succeed. Thank you.

24 MR. O'KEEFE: Thank you.

25 SPEAKER: Very well. I have a question for

1 James. Did you learn anything new in the last few
2 hours or get any new insights?

3 MR. O'KEEFE: Yeah, yes. I really appreciate
4 everyone caring so much about the mission and I
5 really appreciate everyone being so honest. I do
6 recognize that I have made some mistakes, some
7 serious mistakes, particularly the blow-up this week,
8 and I should not disagree like that in front of other
9 people. I mean that in a very heartfelt way. It's
10 something that cannot happen again. I think doing a
11 better job of listening to people and pausing and
12 slowing down is something that has to change. So I
13 own that and recognize that.

14 We've been moving at a frenetic pace under
15 unbelievable amounts of pressure to get to where we
16 are, but moving forward, I think it's necessary to --
17 I have to change, and I think that I can and I know
18 that I will. And I've outlined what I think is the
19 right thing to do right now, which is to have an
20 open-door policy for everyone here, and I will just
21 take note of what they have to say and I'm willing to
22 make those changes. I'm willing to make the change.

23 I do think -- this organization is so important
24 to me. I will learn better ways to deal with people.
25 It's my essence. My soul is so tied into this place.

1 I do think I need management assistance, I do need to
2 -- we need to work on that, the people around me,
3 something I wanted to discuss with the board, the
4 right people around me. I don't want to lose the
5 wonderful people who are here. I've pulled in Tom
6 this morning and spoke to him. Tom and I have had
7 some disagreements. There are some strategic and
8 fundraising that are truly just disagreements over
9 strategy and fundraising. It's not the what, it's
10 the how I communicate with people and my tonality and
11 my appreciation and my compassion for people. Those
12 things I will change because I have to change them,
13 because if I don't change them, we're going to lose
14 Project Veritas.

15 SPEAKER: Ed Clark suggested he was concerned
16 about your mental health. And we all acknowledge
17 that you've been under super human stressors, we have
18 a lot of empathy. I think what I heard him
19 suggesting was something akin to taking some time off
20 or a sabbatical, some period of time, weeks or
21 months, I don't know, but maybe a serious amount of
22 time and having some help. Is that something that --

23 SPEAKER: I don't know what the long-term
24 corrective actions are, but I e-mailed the board. I
25 proposed immediate corrective action based on the

1 testimony that was presented. I can read it here. I

2 can refer to the e-mail. I also sent it to Mr.

3 Sullivan and Stephan.

4 SPEAKER: Please, Joe, go for it.

5 SPEAKER: Okay. I move to implement the

6 following immediate corrective action: These actions

7 -- the practice of these actions are for the

8 employees to correct things until we can come up with

9 some long-term corrective actions. I don't know what

10 that looks like, but we'll have to meet again to

11 discuss that. Obviously Tom O'Hara would be fully

12 restored as CFO. The action that was taken against

13 him was a violation of the bylaws, specifically

14 article three, which says, "Unless otherwise

15 specified by the board of directors, each officer

16 which the board ratifies his CFO officership shall be

17 elected or appointed to hold office until the annual

18 meeting of board of directors." That hasn't

19 happened. "Next [indiscernible] appointment until

20 his successor if any has been elected or qualified or

21 until his early resignation or removal." He hasn't

22 resigned and the board has not removed him. And it

23 says, "any officer that has been elected or appointed

24 by board of directors may be removed by board of

25 directors. "

1 So there's no unilateral removal mechanism to
2 remove an officer that was ratified by the board. So
3 Tom is reinstated. I think that's by default, but I
4 would just refer to the action of the bylaws. Barry
5 Hinckley shall also be reinstated if that's his will.
6 I don't know that it is.

7 MR. O'KEEFE: May I make a point of order?

8 SPEAKER: Go ahead.

9 MR. O'KEEFE: I have a right to respond to
10 corrective actions, and I'd like to speak with the
11 board only as agreed upon at the beginning of this
12 meeting. Prior to a vote taking place on corrective
13 actions. I'd also like to know --

14 SPEAKER: I don't remember agreeing to that.

15 MR. O'KEEFE: Point of order --

16 SPEAKER: There will be discussion on the
17 motion.

18 MR. O'KEEFE: I would like --

19 SPEAKER: There's a discussion on every motion.

20 MR. O'KEEFE: I'd like a discussion on what the
21 plan is going to be after these actions are taken
22 before they are voted on. And I'd like to
23 understand, because we have a fiduciary obligation to
24 the organization, and in the best interest of the
25 organization, if we take these actions beyond -- if

1 we take drastic actions, I'd like to discuss that and

2 I'd like to discuss those things with the board only.

3 But proceed.

4 SPEAKER: Who remains as an observer? Ed is

5 on. Are there any other observers?

6 SPEAKER: We have a number of observers.

7 MR. O'KEEFE: I'd like to propose that we

8 discuss the changes that you'd like to make. And

9 first of all --

10 SPEAKER: An executive session?

11 MR. O'KEEFE: I just want to say one thing

12 here. I temporarily suspended Tom's accounts. I

13 reinstated it yesterday. So that's not -- there's no

14 issue there. But in terms of the other actions you'd

15 like to take, I'd like to discuss them before we vote

16 on them.

17 SPEAKER: Should I bifurcate the actions?

18 SPEAKER: How would you do that?

19 (Simultaneous speaking)

20 SPEAKER: Hopefully you can all see the

21 participants in the bottom part. I show Jeff

22 Whitman, Eric O'Keefe, 9007 number, Steve

23 [indiscernible], John Sullivan, John [indiscernible].

24 MR. O'KEEFE: I would propose some of these

25 management solutions involve outside observers are

1 final, current employees I would request that when we
2 discuss the management solutions, we don't do so in
3 front of current employees. That would be a request
4 --

5 SPEAKER: I think that's fair. I would just
6 say that I don't think we're going to have any
7 restructuring discussions yet. I think there's more
8 preliminary stuff that needs to be heard, which I
9 believe [indiscernible] mandated to discuss one of
10 the other critical issues, which is the fiscal
11 [indiscernible] under current management and have
12 discussion about what might be the remedies for
13 things that might have occurred under that
14 [indiscernible]. I think that's really important,
15 because we all have a fiduciary duty and a legal
16 compliance duty, and I think we can't just ratify
17 that.

18 SPEAKER: So why don't I bifurcate the motion
19 and just go line by line and just have a vote on each
20 one, the first one being to fully reinstate Tom
21 O'Hara. I will make that motion.

22 SPEAKER: So moved.

23 SPEAKER: I'll second that.

24 SPEAKER: I'll second it.

25 MR. O'KEEFE: Thank you.

1 SPEAKER: Question. I mean, do we need to
2 vacate the presidency so I can call the vote?

3 MR. O'KEEFE: I support it.

4 SPEAKER: All in favor?

5 MR. O'KEEFE: Aye.

6 SPEAKER: Aye.

7 SPEAKER: Any opposed? Hearing none, the
8 motion is passed, and Tom O'Hara is fully reinstated.

9 SPEAKER: Thank you.

10 SPEAKER: Can we take on the same vote as
11 related to Barry Hinckley?

12 MR. O'KEEFE: I'd like to make a point of order
13 that the chief executive officer has the discretion
14 to make that decision, and there have been a number
15 of very serious allegations made here that I have not
16 had an opportunity to respond to. I'm not sure
17 there's even an interest in this board in hearing the
18 responses, but we need to have a serious conversation
19 about this if you vote on it and its implications for
20 this firm. You have a fiduciary responsibility to
21 have that conversation with me. I have sat here for
22 four hours and heard various allegations, which there
23 seems to be no interest in hearing my response to
24 those allegations. This board is about to reinstate
25 an employee that the chief executive officer has the

1 authority to fire according to the bylaws of this
2 company.

3 SPEAKER: Subject to the board --

4 SPEAKER: I would also preliminarily put
5 forward a motion to restrict the chief executive
6 officer's capacity to hire and fire for a
7 predetermined time as we determine right now given
8 that the employees are now frightened they may get
9 fired.

10 SPEAKER: I recommend 30 days.

11 MR. O'KEEFE: Point of order, I'd like to have
12 a conversation about that plan, that structure, how
13 it will work.

14 SPEAKER: It's an immediate corrective action,
15 it's not a long-term.

16 MR. O'KEEFE: I'd like to have a conversation
17 about that before we vote on it.

18 SPEAKER: Yes, we will have a conversation on
19 it before voting. But what is the motion, Matt?

20 SPEAKER: The motion would be to restrict the
21 chief executive officer's ability to hire and fire
22 employees with the rationale being that the employees
23 are scared of retaliation.

24 SPEAKER: [Indiscernible]?

25 SPEAKER: I will put that up for board

1 discussion. I will just say that many of these
2 employees have been ready to quit and walk out
3 because of all the things we've heard today, and if
4 they don't feel that they're protected, I believe we
5 will start to see those [indiscernible]. So this is
6 more [indiscernible].

7 SPEAKER: Make the motion first and then we can
8 have that discussion about it after. You can support
9 it after.

10 SPEAKER: What is the motion?

11 SPEAKER: I motion to restrict the chief
12 executive's ability to hire and fire employees for
13 the next 90 days and pass that responsibility on to
14 the COO/executive director in consultation with the
15 board, not unilaterally.

16 SPEAKER: I'll second that.

17 SPEAKER: Now this is where we have discussion.
18 Is there any discussion?

19 SPEAKER: I think 90 days is too short. I
20 think the employees that testified today took a huge
21 risk given the recent history, huge risk of losing
22 their job. Maybe we should identify the employees
23 that testified today and say they can't be fired for
24 at least a year.

25 SPEAKER: Well, I think that undermines the

1 at-will ability. And if there's cause, we don't want
2 to undermine that.

3 SPEAKER: It's just an immediate -- this is
4 just an immediate corrective action. This isn't a
5 long-term thing. This is just today --

6 SPEAKER: Let's say for 90 days with the
7 obligation to review prior to the end of 90 days.
8 We'll probably hopefully have a wise and amicable
9 solution in place long before then.

10 SPEAKER: Are we supposed to -- are we in a
11 session where we're supposed to have outside
12 observers still or not? I'm not clear on that.

13 SPEAKER: Personally, I believe we should. If
14 you guys want to vote on limiting the access of
15 observers, then that is your right.

16 SPEAKER: No. I'm fine with them listening.

17 SPEAKER: Me, too.

18 SPEAKER: The motion that I posed was
19 restriction of the chief executive to hire and fire
20 for 90 days, or if you want to say 180 days, we can
21 --

22 SPEAKER: With the exception of cause and
23 agreement by the board, I would go 180 days. I mean,
24 they really stuck their --

25 SPEAKER: It's not preventing the termination

1 of employees. They can still be terminated, just not
2 by the CEO unilaterally. That's what we're
3 discussing. It sounds like we have two amendments to
4 the main motion which we have to entertain and
5 discuss on. The first one being --

6 SPEAKER: I have faith that we have
7 [indiscernible] management in place with Dan and Tom,
8 that nothing would be embarked upon that would be
9 [indiscernible], and I also believe that we should
10 obviously have the right to oversee any of those
11 actions given the retention issue and the culture.

12 SPEAKER: I agree.

13 SPEAKER: So where are we at? George, do you
14 want to make a motion?

15 SPEAKER: Where are we?

16 SPEAKER: George, do you want to change it from
17 90 days?

18 SPEAKER: Yes.

19 (Simultaneous speaking)

20 SPEAKER: 180 days suspension of the power to
21 hire and fire by chief executive and the initial
22 decisionmaking would be by the active ranking
23 manager, which would be the COO, in consultation with
24 the board.

25 MR. O'KEEFE: May I have a discussion with the

1 board, please, without the presence of current
2 employees? That would be my request.

3 SPEAKER: Is there any employees on the line
4 still?

5 SPEAKER: [Indiscernible] and Dan, the CFO,
6 both executive officers with signatory authority.

7 SPEAKER: I'm also on as well, chief
8 compliance.

9 SPEAKER: Well, the chief compliance officer is
10 the secretary officer and has to be on the line.

11 SPEAKER: I actually believe that the officers
12 given that we are [indiscernible] over a crucial key
13 responsibility of executive management into their
14 purview, I believe they should be on.

15 MR. O'KEEFE: I think this is a major decision
16 and we shouldn't be making it hastily per the
17 guidance that you have all given me, and I think that
18 it's imperative that I have a conversation with this
19 board after sitting here for four hours and hearing
20 these things --

21 SPEAKER: We've all been here for four hours,
22 five hours now.

23 MR. O'KEEFE: I'd humbly request that right to
24 have that conversation to protect Project Veritas.

25 SPEAKER: Would you also have that request for

1 a decision if you knew that includes half of your
2 employees tomorrow?

3 MR. O'KEEFE: That's why I'd like to speak with
4 -- I'm not willing to -- let me -- I'm not willing to
5 leave the organization. I'm not willing to lead --
6 please, may I make a statement, please? I'm not
7 willing to lead an organization that does not trust
8 me to lead it with the necessary authority. I
9 refrain from taking any actions until you all feel
10 like you'd like me to lead again.

11 Effective immediately, I'm on leave of absence
12 from Project Veritas and I will return only when my
13 full authority as CEO is restored. That's what I'm
14 going to do, unless you allow me to have a
15 conversation with this board only. I need to have
16 that conversation, and it is imperative that I have
17 that conversation. Again, I'm not willing to lead an
18 organization that does not trust me to lead it
19 without the necessary authority. I've offered a
20 heartfelt mea culpa, which I truly do mean and I
21 truly will implement, but I have to think about
22 whether I'm able to comply with this request, and I'm
23 requesting a conversation with the board. If this
24 board chooses not to have that conversation, it will
25 be on the record.

1 SPEAKER: We can have that conversation.

2 SPEAKER: I don't believe it is appropriate
3 given the incurring corrective action that we're
4 looking to undertake to freeze out from the
5 conversation those who are going to have to assume
6 authority by default for existential moderation of
7 the organization such as hiring and firing. I don't
8 feel comfortable with that at all, because
9 [indiscernible] who are fiduciaries who have opened
10 themselves to unlimited liability by signing off on
11 all the documents as officers.

12 MR. O'KEEFE: Can we hear from the rest of the
13 employees in the firm if that's what we're going to
14 do? Again, I'd like to request this conversation
15 with the board only. A motion to -- I'll propose a
16 motion before the board to have a conversation with
17 the board without employees present. Anyone else in
18 favor?

19 SPEAKER: Any opposed?

20 SPEAKER: Yes.

21 SPEAKER: Yes.

22 MR. O'KEEFE: All in favor, say aye. Is anyone
23 opposed to that motion? I'm unclear about the voting
24 on this.

25 SPEAKER: Yes.

1 SPEAKER: Yes.

2 SPEAKER: Yes.

3 MR. O'KEEFE: You're opposed to have any
4 conversation with the board members only?

5 SPEAKER: With the board members only, yes,
6 oppose.

7 MR. O'KEEFE: Okay, so then we need to have a
8 conversation about the plan. It sounds to me like
9 you guys can sit back down. My question for you is
10 --

11 SPEAKER: So 180 days is the amended.

12 MR. O'KEEFE: My question is: What is the plan
13 if you implement this solution --

14 (Simultaneous speaking)

15 SPEAKER: Procedurally, don't we have to --
16 I'll second the motion for the purposes of discussion
17 so we can go under the discussion, okay?

18 SPEAKER: We're already in discussion. Back to
19 Matt's main motion to suspend the hiring and firing
20 for 180 days of the CEO and pass that authority to
21 the executive director and/or COO. That's the
22 present motion.

23 SPEAKER: I believe that's passed.

24 SPEAKER: Well, I thought we were still
25 discussing it. Is there any more discussion?

1 SPEAKER: Procedurally, there needs to be a
2 discussion, maybe for us to discuss it.

3 SPEAKER: James wants to discuss.

4 MR. O'KEEFE: I think the necessary thing to do
5 is bring a chief of staff in this organization to act
6 in assistance to help with the management and
7 personnel challenges, and I think that that's the
8 right course of action for me to take along with a
9 heartfelt mea culpa for the matter that happened on
10 Tuesday and some of the other things publicly and
11 have an open-door policy and to listen to people, as
12 I've said, and to change my treatment of people. The
13 matter --

14 SPEAKER: Sorry about that.

15 MR. O'KEEFE: The matter about the taking away
16 my ability to hire people will prevent me from making
17 the best decisions in the interest of this
18 organization and --

19 SPEAKER: That is correct. It will prevent you
20 from doing that.

21 MR. O'KEEFE: If I'm not trusted to lead this
22 organization, I need to have a conversation about
23 this, but I need to understand what the plan is going
24 to be with the organization if I'm not in the
25 organization.

1 SPEAKER: To be curt, this is a temporary
2 thing. This is not a long-term thing. No one is
3 looking for any long-term removal or anything like
4 that. This is to fix the immediate problem and then
5 we can have the conversation about chief of staff and
6 implementing other procedures and we can examine
7 things again and restore everything, if it's the
8 purview of the board to do that. But for now, to
9 correct everything that we've heard, there needs to
10 be some immediate corrective actions. This is not
11 the end-all-be-all. This will change in the future,
12 okay?

13 SPEAKER: One thing I learned, I think -- just
14 as a parenthetical, just because James brought it
15 up -- I think chief of staff is an interesting idea.
16 It seems -- I've heard today that in the past, we've
17 had a chief of staff. Is that --

18 SPEAKER: [Indiscernible] the title
19 [indiscernible] it has to have that already, and
20 we're not going to pass a motion on suspension of
21 hiring and firing by the chief executive only for the
22 chief executive to say, "I want to hire somebody
23 else." We're going to deal with the cards we have
24 dealt, which are considerably good in terms of
25 personnel.

1 MR. O'KEEFE: Has the board thought about the
2 consequences, or rather, has the board thought about
3 a plan -- if you can speak through -- if I take this
4 leave of absence from Project Veritas and return only
5 when my full authority as CEO is restored, has the
6 board thought about a plan for Project Veritas in
7 that event and what would that plan be and how would
8 it work?

9 SPEAKER: Yes.

10 SPEAKER: Yes. Project Veritas is an
11 organization that [indiscernible] incredibly taloned
12 individuals, who to your credit, [indiscernible]
13 machine are capable of doing journalism. We don't
14 believe that there will be any lost output on the
15 margins with you taking some time to basically heal
16 from the stress of the last three years, because the
17 status quo, as we all have witnessed over the last
18 five days, 90 hours talking to staff, and they are
19 adamant that they need to be led by somebody who
20 cares about them on an empathetic level, and none of
21 them believe that that is achievable under the status
22 quo.

23 SPEAKER: If I can make just a quick point of
24 order, Matt. We're deviating from the discussion on
25 the motion. I'm going to move to end the discussion

1 and then move the question.

2 SPEAKER: Just to review here. If we vote for
3 the motion, James is going to leave until he gets
4 reinstated with his full powers -- is that what
5 you're saying, James?

6 SPEAKER: I don't believe we have enough
7 information. We still haven't heard from that CFO
8 about the [indiscernible] which is [indiscernible]
9 that are integral to this discussion, whether we
10 [indiscernible].

11 SPEAKER: It's very substantive information and
12 it's not put into the record at this point, extremely
13 substantive, from what I understand.

14 SPEAKER: I agree with that.

15 MR. O'KEEFE: I don't know what I'm going to
16 do.

17 SPEAKER: Are we going to table it or what are
18 we doing here?

19 SPEAKER: What are we voting on?

20 SPEAKER: I'll read the question. The question
21 is the CEO's hiring and firing privileges shall be
22 revoked for a period of 180 days and the executive
23 director/COO shall have the authority to hire and
24 fire.

25 SPEAKER: I'll second.

1 SPEAKER: One caveat to that, on any hire that
2 has reports, direct reports, that has to be done in
3 consultation with the board.

4 SPEAKER: So we have an amendment.

5 SPEAKER: Is that getting too close to
6 micromanagement?

7 SPEAKER: I don't think we're looking to hire
8 people, I don't think we're looking to fire people.
9 I think it's going to be [indiscernible] situation.

10 SPEAKER: You're thinking about economics?

11 SPEAKER: Yes. That doesn't mean any employees
12 [indiscernible] entry level. We have no
13 [indiscernible].

14 MR. O'KEEFE: If you need an answer right now,
15 gentlemen, then the answer is no. I cannot be forced
16 into making a decision, and I have to think about
17 what I'm going to do.

18 SPEAKER: We're not asking you to make
19 decisions. We're asking the executive director to
20 make this decision.

21 SPEAKER: If I'm hearing you correctly, we're
22 going to vote yes or no on this motion; is that
23 correct?

24 SPEAKER: Okay. Yes, sure.

25 SPEAKER: All in favor, whoever wants to say

1 aye.

2 SPEAKER: I vote in favor of the motion.

3 SPEAKER: Aye.

4 SPEAKER: All opposed?

5 MR. O'KEEFE: If you need an answer right now,

6 the answer is no. The answer is absolutely not.

7 SPEAKER: Okay. It's four to one, the motion

8 passes. John, you can put that in the minutes to

9 show the minutes reflect that.

10 SPEAKER: Done.

11 SPEAKER: I would also make a motion that the

12 board level in consultation with the executive

13 director vernacularly titled the COO as the case may

14 be to reinstate Barry Hinckley, and I will do that

15 with the descriptor that the employees are adamant

16 that they have a manager and [indiscernible] manager

17 they have much faith in the COO, especially the DVO

18 team, that they have somebody they were working under

19 that was doing, in their view, the best job they've

20 seen in that role up until now.

21 SPEAKER: I'll second that.

22 (Simultaneous speaking)

23 SPEAKER: Is there any discussion on the

24 reinstatement of Barry Hinckley if he even wants it?

25 SPEAKER: As we stated earlier, the nuance is

1 precisely that, [indiscernible].

2 SPEAKER: Subject to his desire. Is there any
3 discussion on the rehiring of Barry Hinckley subject
4 to his desire?

5 SPEAKER: I'm not sure -- is this something
6 that the level the board should be enacting? That's
7 my question. I love Barry, but --

8 SPEAKER: I think it's this unique situation,
9 it is. Not normally.

10 SPEAKER: He has eight direct reports and the
11 mission critical unit of the organization that is
12 most stressed that is most -- that is at its weakest.
13 So I believe it's at the board's level
14 [indiscernible].

15 SPEAKER: I wanted to [indiscernible] --

16 SPEAKER: I mean, technically it could fall
17 under the purview of the executive director and we
18 could let the executive director deal with it or we
19 could --

20 (Simultaneous speaking)

21 SPEAKER: Yeah.

22 SPEAKER: I do think that are where we are
23 right now with the emotional turbulence in the
24 organization as we've heard firsthand now, over
25 20 percent of the employees by voice and then another

1 20 percent by written statement, I think that we have
2 to make that decision, and I think it's a very
3 important symbol to the employees that the culture
4 will change in terms of [indiscernible].

5 SPEAKER: Excellent.

6 SPEAKER: Is there any further discussion?

7 SPEAKER: No. I call that question
8 [indiscernible].

9 SPEAKER: Call the question. All in favor of
10 reinstating Barry Hinckley?

11 SPEAKER: Aye.

12 SPEAKER: Aye.

13 SPEAKER: Aye.

14 MR. O'KEEFE: Oppose.

15 SPEAKER: Any opposed?

16 MR. O'KEEFE: Opposed.

17 SPEAKER: One opposed.

18 SPEAKER: James, are you opposed?

19 MR. O'KEEFE: Opposed.

20 SPEAKER: James is opposed. The motion passes
21 four to one.

22 SPEAKER: If we already passed a motion on
23 hiring and firing, then I don't know how it works
24 with the board vote at the same time --

25 SPEAKER: James still has his board privileges.

1 SPEAKER: That's right.

2 SPEAKER: Understood.

3 SPEAKER: Is there any of [indiscernible] of
4 business or discussion?

5 SPEAKER: There's the issue of some paid time
6 off, I think that's appropriate to act on, and I'd
7 like to establish that the executive director report
8 to the board of directors and not the CEO.

9 SPEAKER: Yes.

10 SPEAKER: I move that the executive director
11 report to the board of directors, and I may have to
12 make a separate motion on paid time off. I think
13 it's a nice motion as well, a good motion.

14 SPEAKER: I propose a motion that the executive
15 director report to the board of directors.

16 SPEAKER: I'll second.

17 SPEAKER: Aye.

18 SPEAKER: Aye.

19 SPEAKER: Any discussion? We'll just move to
20 the question then.

21 SPEAKER: Yes.

22 SPEAKER: I also vote in favor.

23 MR. O'KEEFE: So we're not going to have a
24 discussion? Just for the record, we're not going to
25 have a discussion about this?

1 SPEAKER: Do you want to have a discussion?

2 SPEAKER: Go for it.

3 MR. O'KEEFE: I oppose the motion.

4 SPEAKER: Is there anything that you want to
5 discuss for any reasons?

6 MR. O'KEEFE: I oppose the motion.

7 SPEAKER: Okay. Well, four to one on the
8 executive director reporting to the board of
9 directors, which includes James.

10 SPEAKER: Paid time off.

11 SPEAKER: Paid time off I think is much needed.
12 I think there will be a lot of clarity after this and
13 we'll have more healthy discussions. I just don't
14 know how long that will be.

15 SPEAKER: Indefinite or for --

16 SPEAKER: I don't think indefinite is
17 appropriate.

18 SPEAKER: I agree with that. It's probably up
19 to James or maybe largely --

20 SPEAKER: I propose initially -- I propose
21 initially a week, and then after which --

22 (Simultaneous speaking)

23 SPEAKER: It might not be -- it might not be
24 enough, but we could have -- remember, these are
25 immediate corrective actions, and I was hoping that

1 we could have healthier conversations about this
2 stuff. I don't want to go too long.

3 SPEAKER: So to be reviewed in a week. I'm
4 going to be in another day-and-a-half work meeting in
5 Washington D.C., so I just wanted to give you a heads
6 up.

7 SPEAKER: Let's make it two weeks so people can
8 have it on their calendar.

9 SPEAKER: Anybody opposed to two weeks paid
10 time off?

11 SPEAKER: This is not going to be considered a
12 sabbatical.

13 SPEAKER: No.

14 SPEAKER: This is just corrective action
15 [indiscernible].

16 MR. O'KEEFE: If we could let Eric O'Keefe back
17 into the meeting. Eric O'Keefe is in the waiting
18 room.

19 SPEAKER: I'm going to hang up, because I'm at
20 dinner with somebody, I'm being rude.

21 SPEAKER: The last question would be
22 suspending.

23 SPEAKER: Sorry, Joe, one second. Eric
24 O'Keefe, has he been readmitted?

25 SPEAKER: He should be. There he is.

1 SPEAKER: Quickly, can somebody put that into a
2 motion on suspending? Or I'm going to hang up in one
3 minute.

4 SPEAKER: James shall be prohibited from --
5 shall turn over his corporate credit card and make no
6 expense on that account until otherwise determined by
7 the board.

8 SPEAKER: Agree.

9 SPEAKER: Second.

10 SPEAKER: That could be a day, that could be a
11 week.

12 SPEAKER: Can we call the question?

13 SPEAKER: Is there any discussion?

14 SPEAKER: I move to second.

15 SPEAKER: I affirm that motion as well.

16 SPEAKER: Okay. I'll vote for it, too.

17 SPEAKER: Okay. I'm in favor. It's my motion.

18 Any opposed?

19 SPEAKER: James?

20 MR. O'KEEFE: I oppose that motion.

21 SPEAKER: Okay.

22 SPEAKER: The motion is adopted four to one.

23 SPEAKER: Okay.

24 SPEAKER: I don't know how that will be
25 enforced, but we will have the CFO enforce that.

1 SPEAKER: Any business expenses can be
2 reimbursed after review by CFO [indiscernible].

3 SPEAKER: So we don't have to take any board
4 action on that?

5 SPEAKER: That will be done by [indiscernible].
6 The one other thing is we do have to reconvene to
7 hear from the CFO.

8 SPEAKER: Absolutely, we need to reconvene, all
9 six of us.

10 SPEAKER: Tomorrow?

11 SPEAKER: We don't have the full board online.
12 We do have to give 24 hours if we're going to call a
13 special. So unless people waive the notice --

14 SPEAKER: The only day I can do it is Wednesday
15 because I'm in [indiscernible] Thursday and Friday at
16 another board meeting -- this week, not next week.

17 SPEAKER: Wednesday at 4:00, we can reconvene.

18 (Transcription concluded.)

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1 CERTIFICATE OF REPORTER

2

3

4 STATE OF FLORIDA)

5 COUNTY OF BROWARD)

6

7

8 I, Shelby Rosenberg, Florida Professional Reporter,

9 certify that I was authorized to and did

10 stenographically transcribe the foregoing audio

11 recording to the best of my ability and that the

12 transcript is a true and complete record of my

13 stenographic notes.

14

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Shelby Rosenberg, Florida Professional Reporter

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